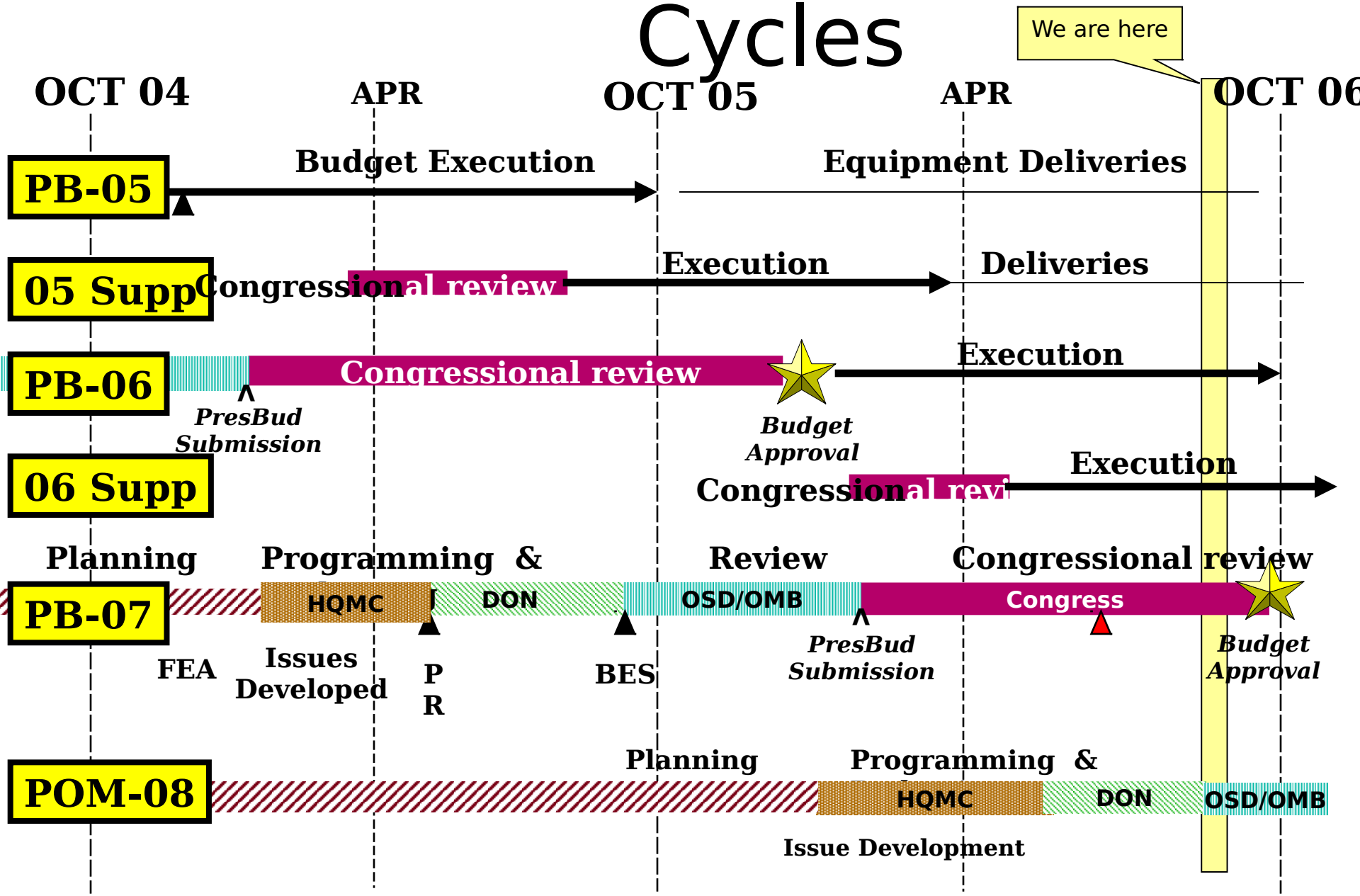
Programs & Resources New Join Brief

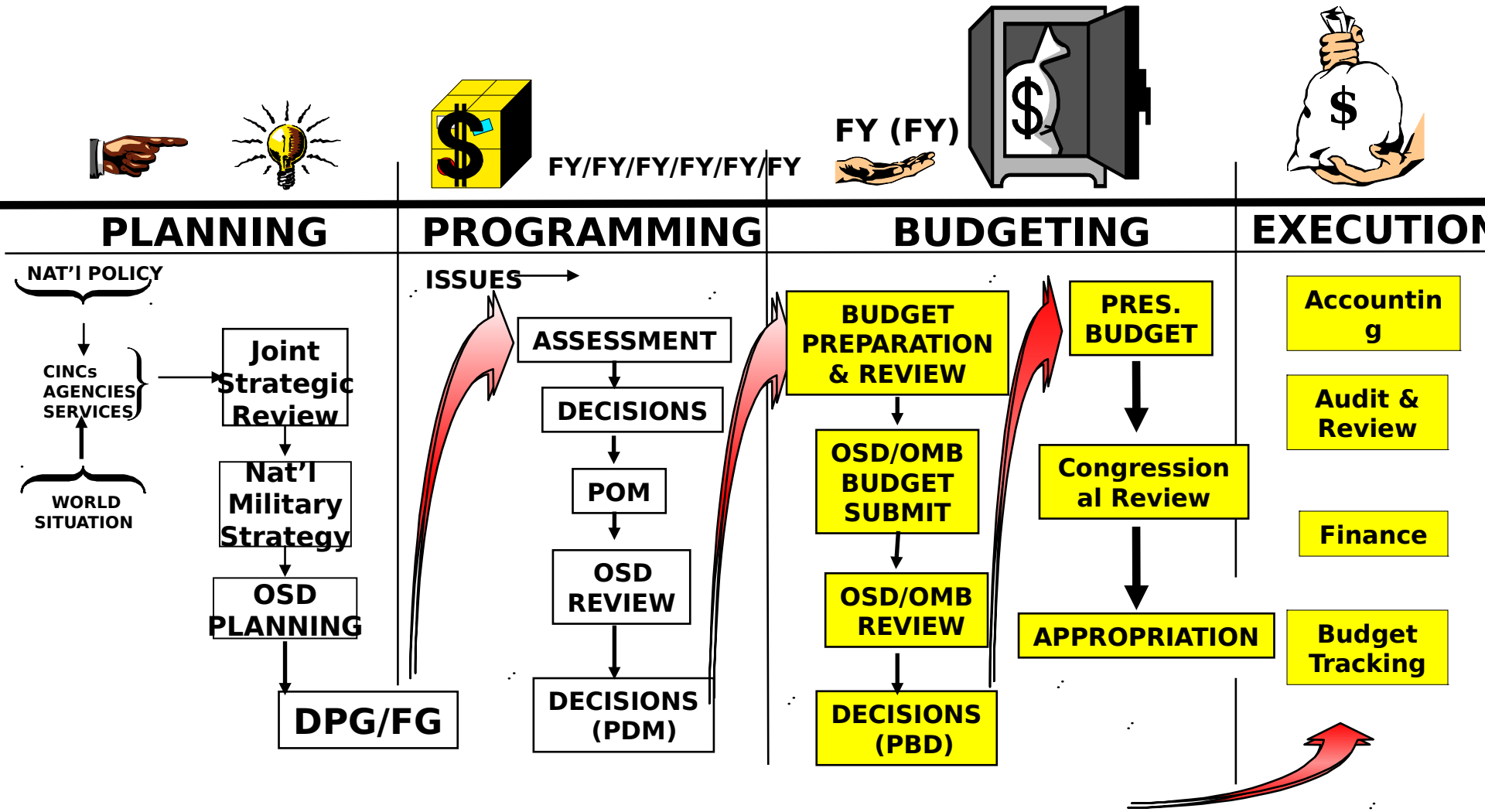
Programs & Resources Department Organizational Chart

- Deputy Commandant for Programs & Resources
  - Assistant DCPR
    - Administration & Resources Division
    - Fiscal Division
      - Deputy Fiscal Director
        - Fiscal Operations Officer
          - Finance
          - Accounting
          - Audit & Review
          - O & M Budget
          - Investment Budget
          - Military Personnel Budget
        - Budget Coordination
    - Special Programs Division
      - Assessments & Acquisitions
      - Program Development
    - Programs Division

Overlapping Budget Cycles



PPBE: The Process



"Programmers"

"Budgeteers"

RPA

Mission

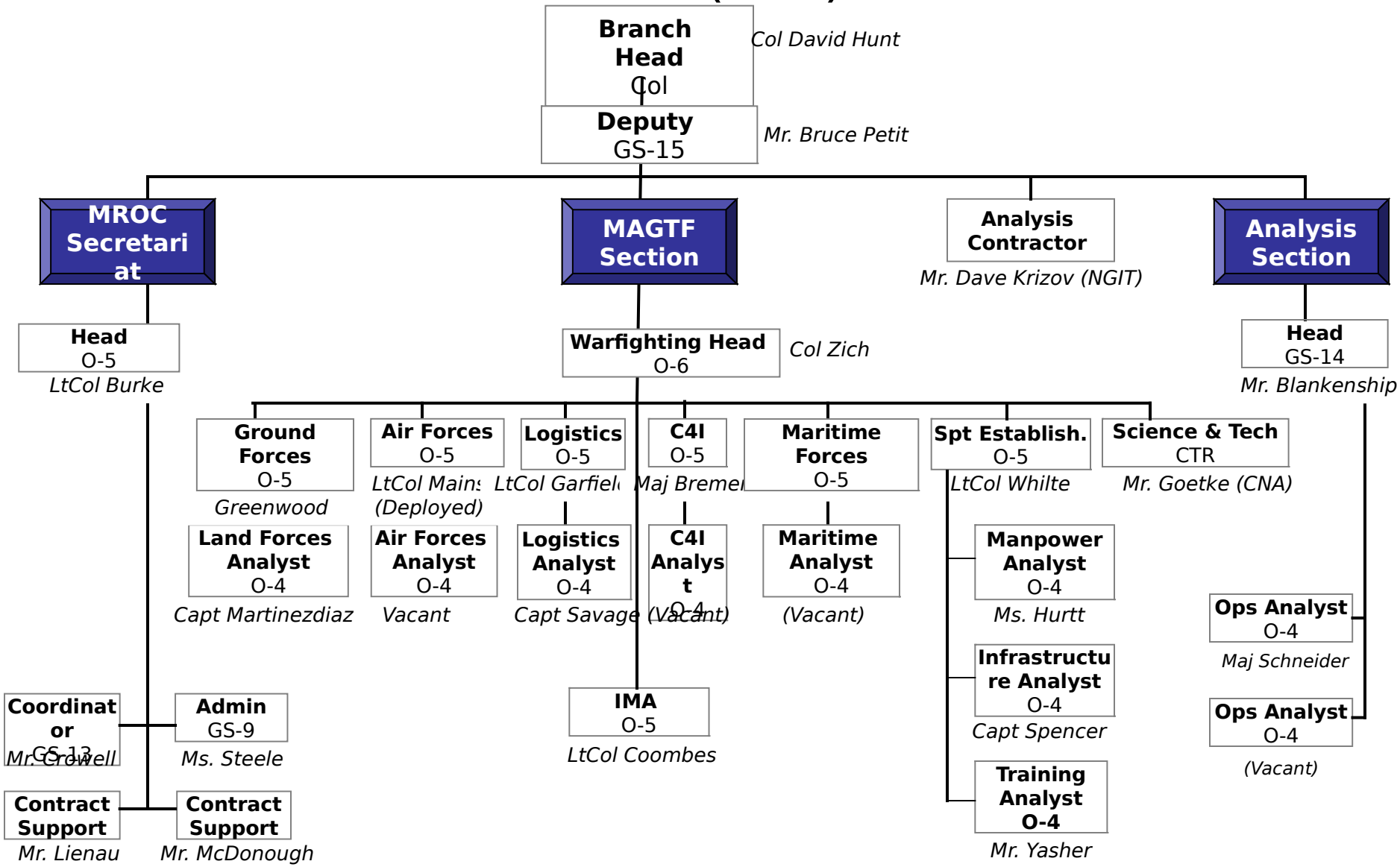
Assessment and Acquisition Branch

Support the USMC Planning, Programming, Budgeting and Execution System through qualitative and quantitative analysis of USMC programs, initiatives, and issues to promote the efficient allocation of finite fiscal resources.

Updated Mission based on reorganization

Support the Commandant, Assistant Commandant, and DC, P&R by translating “top down” guidance into meaningful resource plans and programs. This is accomplished through review and evaluation of programs and the independent analysis of alternatives to assess objectives. Provides decision support to senior Marine Corps leadership on all policy and program issues , assists in structuring Program/Budget resource decision process via management of the Planning Phase of the Planning, Programming, Budgeting and Execution System (PPBES).

Program Assessment and Acquisition Branch (RPA)



RPA Core Functions

MAGTF Assessments Section	MROC Secretariat	Analysis Support Section
• Assess, evaluate/monitor USMC capabilities & requirements • Perform independent analysis in support of the DC, P&R • Assess structure & system acquisition initiatives • Provide independent assessment of Advocate issues before the MROC • Publish Concepts & Programs	• Support MROC & MRB Chairmen • Schedule and coordinate meetings/briefings • Record, promulgate, and maintain MRB Memoranda & MROC Decision Memoranda • Maintain historical files & MROC homepage • Support DC P&R and Dir, RP in Army-Marine Corps Board	• Analyze and assess structure & system acquisition initiatives in POM • Analyze major studies and programmatic documents • Conduct POM/PR Initial Program Planning • Conduct affordability assessments for milestone decisions and AoAs

Questions ?

RPD

Programs Division

Program Development
&
Coordination Branch
(**RPD**)
Orientation Brief

"Mission, Responsibilities, Issues"

Mission

Primary Mission:

Optimize allocation of limited financial resources in support of Marine Corps acquisition programs by:

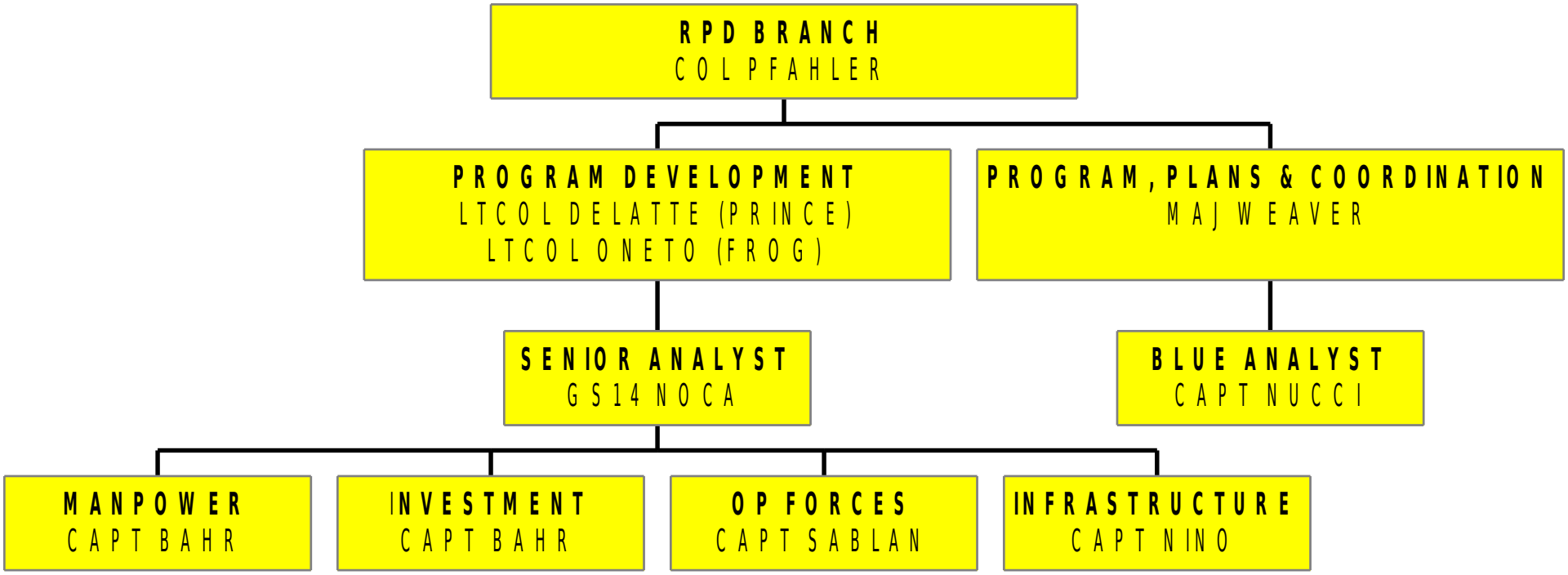
- Supervising the Marine Corps Program Objective Memorandum (POM) development
- Coordinating its submission within the Department of the Navy

As part of this mission, RPD coordinates service programmatic issues with U.S. Navy Staff to articulate Marine Corps needs and positions in:

- Shipbuilding
- Aviation
- Expeditionary programs

of high interest to the Commandant of the Marine Corps (CMC)

Structure


RPD BRANCH
COL PFAHLER
PROGRAM DEVELOPMENT
LTCOL DELATTE (PRINCE)
LTCOL ONETO (FROG)
PROGRAM, PLANS & COORDINATION
MAJ WEAVER
SENIOR ANALYST
GS14 NOCA
BLUE ANALYST
CAPT NUCCI
MANPOWER
CAPT BAHR
INVESTMENT
CAPT BAHR
OP FORCES
CAPT SABLAN
INFRASTRUCTURE
CAPT NINO

Annual Duties

- Provide all necessary materials to the Fiscal Division for the formulation / justification of the annual budget submission

- Coordinate external Future Years Defense Plan (FYDP) & POM actions with:
  - Office of the Secretary of Defense (OSD)
  - Joint Staff
  - Other Service program development offices

- Facilitate flow of critical program related information generated by:
  - Strategic Planning Guidance (SPG)
  - Program Decision Memorandum (PDM)

  to the senior leadership at Headquarters, U.S. Marine Corps during the program review process

Functions

- Support CMC, DC P&R and ADC P&R as necessary
- Coordinate:
  - POM Working Group (PWG) activities
  - USMC participation in the OSD summer review
  - USMC input to the Strategic Planning Guidance (SPG)
- Conduct analysis for program development
- Maintain the program development schedule
- Ensure programmatic impacts of other HQMC decisions are considered
- Publish the USMC portion of the POM & FYDP
- Develop Blue / Green split
- Provide programmatic linkage to the operating forces & Combatant Commanders

Programming

- Based on Top-Down Guidance
- Produces 6 year Program Objective Memorandum (POM)
- Fiscally constrained
- Guided by plans & policy decisions
- Link between plans & budget
- Translates concepts & capability objectives into definitive, balanced program

Programming & Budgeting Documentation Database (PBDD)

- DC P&R's primary means of gathering data for program development
- Web-based Oracle database accessible to all Marine Corps users regardless of location
- Multi-purpose programmatic database:
  - Allows both Programmatic & Budget personnel to operate from common database
  - Collect initiatives
  - Controls who can request funds by Marine Corps Program Code (MCPC)
  - Provides detailed description of core funding levels
- Tracks changes to funding requests during program development
- Permits rapid dissemination of POM controls/TOA/"topline"
- Automatic export to FYDP databases

Goal

Build a balanced, defendable program

to ensure a

ready, relevant, capable Marine Corps

RPJ

Joint Capabilities Integration Division (JCID) Overview

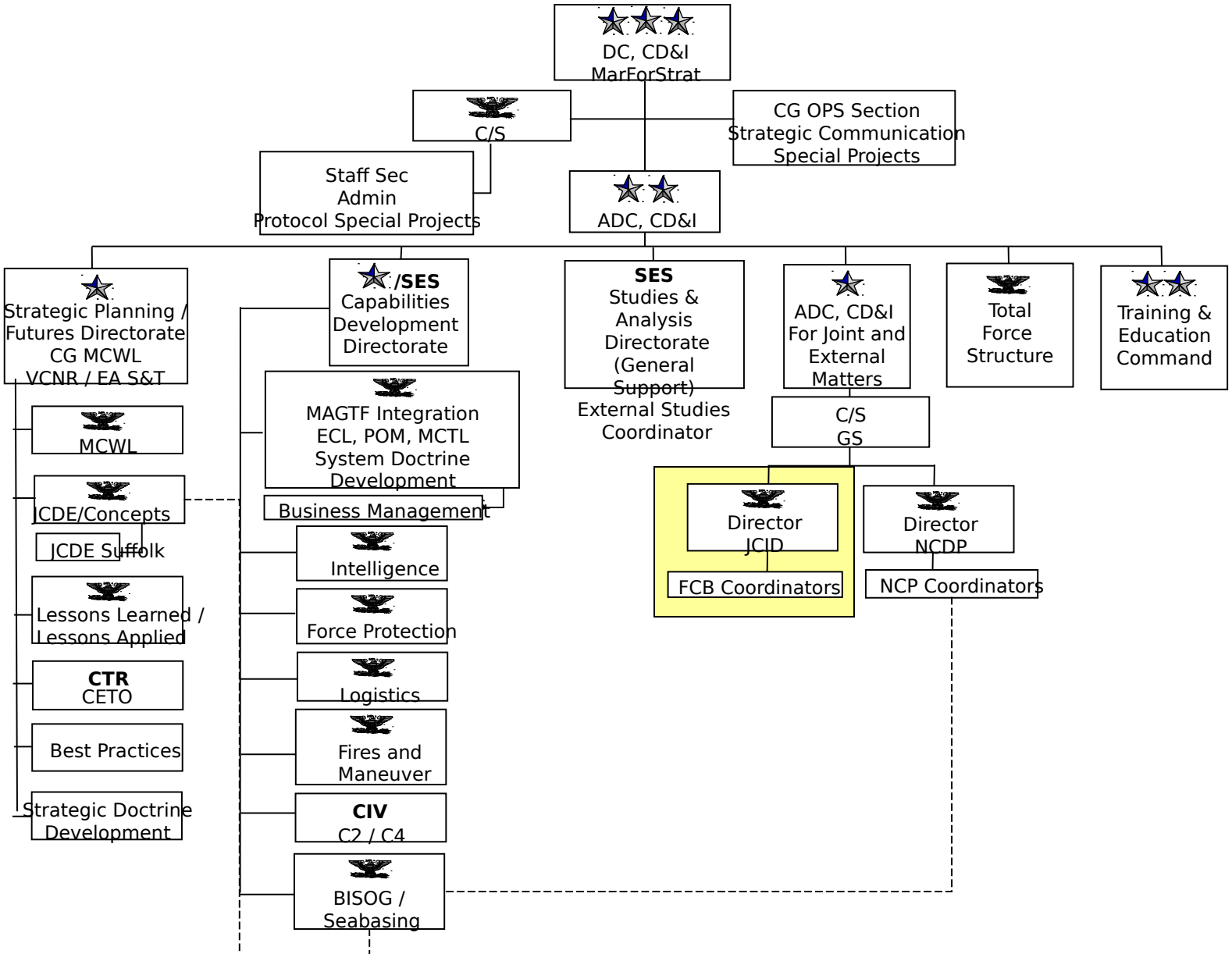
RPJ

22 Aug 2006

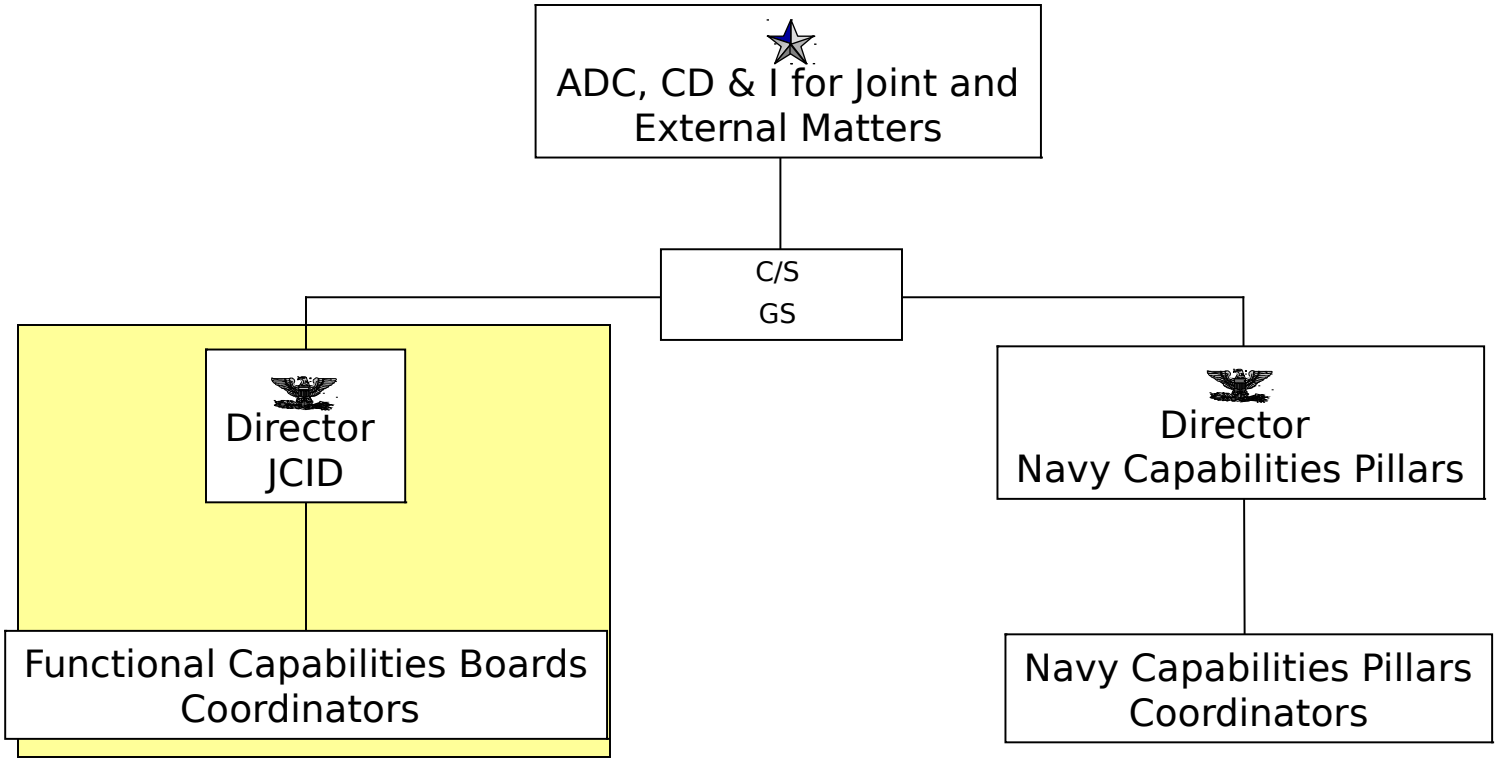
Purpose

- Organization of JCID
- Mission and functions of JCID
- JROC Roles and Responsibilities
  - JCIDS Process
  - MCCDC’s role
- Present areas of immediate concern

MCCDC Organization



Joint and External Matters Directorate



Joint Capabilities Integration Division

Director
Col Nathan Webster

Deputy Director
Mr. John Montemayor

FCB Coordination

CPA/CPR
Mr. Torres

Concepts Development / Capability Assessment

JCB/JROC Coordination

FCB Principal
Col Webster

FCB Principal
Mr. Montemayor

Force Application
Mr. Elwing

Focused Logistics
Mr. Truba

Protection
Mr. Dunbar

C2
Mr. Dodt

JOC/JIC CBA
Mr. Grelson

JCB/JROC
Mr. Doetzer
Mr. Torres

Force Management
Mr. Grelson

Joint Training
Mr. Doetzer

Net Centric
Mr. Dodt

Battlespace Awareness
Vacant

Information Management
Mr. Pizzuto

Mission Statement

- Advise the ACMC, as the USMC Joint Requirements Oversight Council (JROC) Principal, on the priorities of joint capabilities identified by Combatant Commanders and their relationship to USMC capabilities.
- Advise the ACMC on the extent to which Service and Agency capability proposals within the Joint Capabilities Integration and Development System (JCIDS) conform with the priorities established in strategic plans (SPG and QDR) and combatant command prioritized capability needs.
- Advise the ACMC on alternative capability recommendations that are within projected resource levels and guidance provided by the SecDef and their relationship to USMC programs.

JCID Functions

- Key advisors to the ACMC for JROC events.
- Coordinate USMC position for JROC events with appropriate USMC Advocate.
- Represent USMC at the O-6 level on the Functional Capability Boards.
- Serve as “MCCDC forward.”
  - for Joint Concept Development
  - for Capabilities Assessment
  - for Capabilities Document Approval
- Provided direct support of ADC, DC&I Joint and External Matters.
- Provide general support of DC P&R.

Support Across Process

CG MCCDC

Capabilities Development

- Joint Concept Development
- Capabilities Document approval
- Capabilities Based Assessments
- Eyes and Ears in Pentagon

ACMC

JROC Support

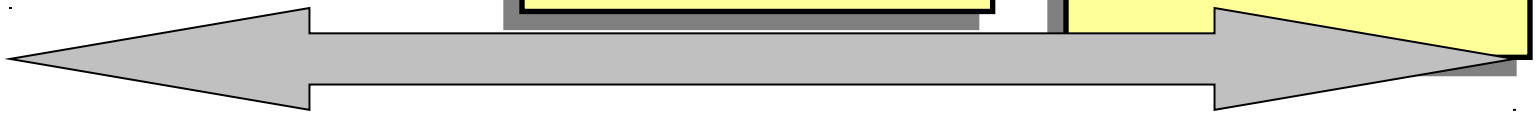
Coordinate USMC position on all issues.

- Coordinate schedule.
- Support ACMC in all JROC Title 10 responsibilities
- SPG, JPG, CPR, CPA, Program Review, IPLs, CJCS Risk Assessment, Annual COCOM trips.
- QDR, GWOT, MPMI

DC P&R

PPBES

- Program Development and Review.
- CPR, CPA, IPLs
- Three Star Programmers
- EPP



JCID provides Integration across all three areas

Direct Support

- Key coordination for Dir, CDD/JEM as USMC JCB principal.
- Key coordinator for all USMC, JCIDS issues.
- Key interface between CDD and JCIDS stakeholders (Services/OSD/Joint Staff).
- Provide support for Concepts Division, MCWL within the Pentagon.
- Process experts in all 8 functional areas.

Joint Requirements Oversight Council

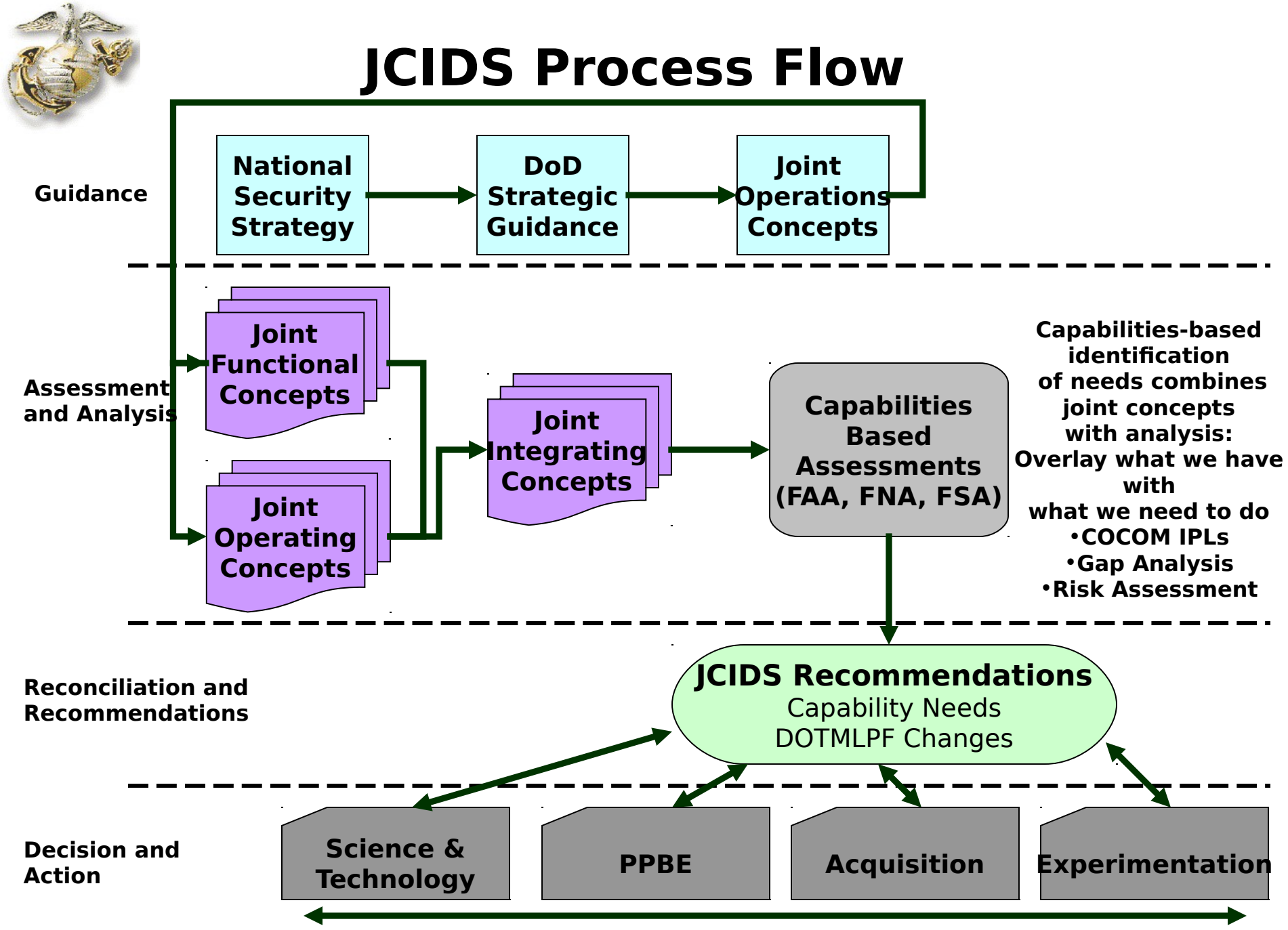
The JROC supports the Chairman's Title 10 responsibilities to advise the SECDEF on capabilities, programs, and budgets. The JROC directs the FCB process to support the mission

The JROC assists the Chairman in:

- Identifying and assessing the priority of joint military capability needs to meet national and military defense strategies.
- Considering alternatives to any acquisition program by evaluating cost, schedule and performance.
- Assigning joint priority among existing and future programs.

JROC is the only <u>uniformed</u> body making Cross-Ser
Resource Allocation and Investment recommen

JCIDS Process Flow



JCIDS Functional Capability Boards (FCBs)

BGen Dettmer
JS J-2

Battlespace Awareness

Portfolio

- All source intel collection
- Environmental data collection
- Predictive analysis
- Knowledge management

MajGen Hostage
JFCOM J-8

Command and Control

Portfolio

- Integrated Operational Pictures
- JFC2
- Coal Info Sharing
- Combat ID
- Nat/Strategic C2

MG Moran
JS J-6

Net-Centric

Portfolio

- Comm-Computer Environment
- C4 Infrastructure
- DoD Teleport
- C4 Architecture Integration
- National-Tactical C4 Integration

BGen Hunt
JS J-8

Force Application

Portfolio

- Land, maritime, air & space ops
- Computer Network Operations
- Joint targeting
- Conventional and nuclear attack
- Close and urban combat
- CNA
- Electronic attack
- PSYOPS
- Special ops
- Joint fires
- SEAD
- Military deception

MG Bromberg
JS J-8

Protection

Portfolio

- Personnel & infrastructure protection
- Proliferation control
- Homeland security
- Consequence management
- Air and missile Defense
- Homeland

MGen Usher
JS J-4

Focused Logistics

Portfolio

- Deployment/ distribution
- Sustainment
- Medical
- Logistics C2
- Engineering
- Joint Theater Logistics
- Multinational Logistics

***Appropriate Milestone Decision Authority will co-chair FCBs (AT&L, USecAF, or NII)**

JCIDS Functional Capability Boards (FCBs)

BGen Woodward
J-8/DDFM

Force Management

Portfolio

- Readiness
- Joint Manning
- Global Posture
- AC/RC
- Force Generation
- Command Relationships
- Global Visibility of Force Structure Issues
- FM Data Construct
- Building Global Force Management (GFM) Capability

BGen Bartell**
J7

Joint Training

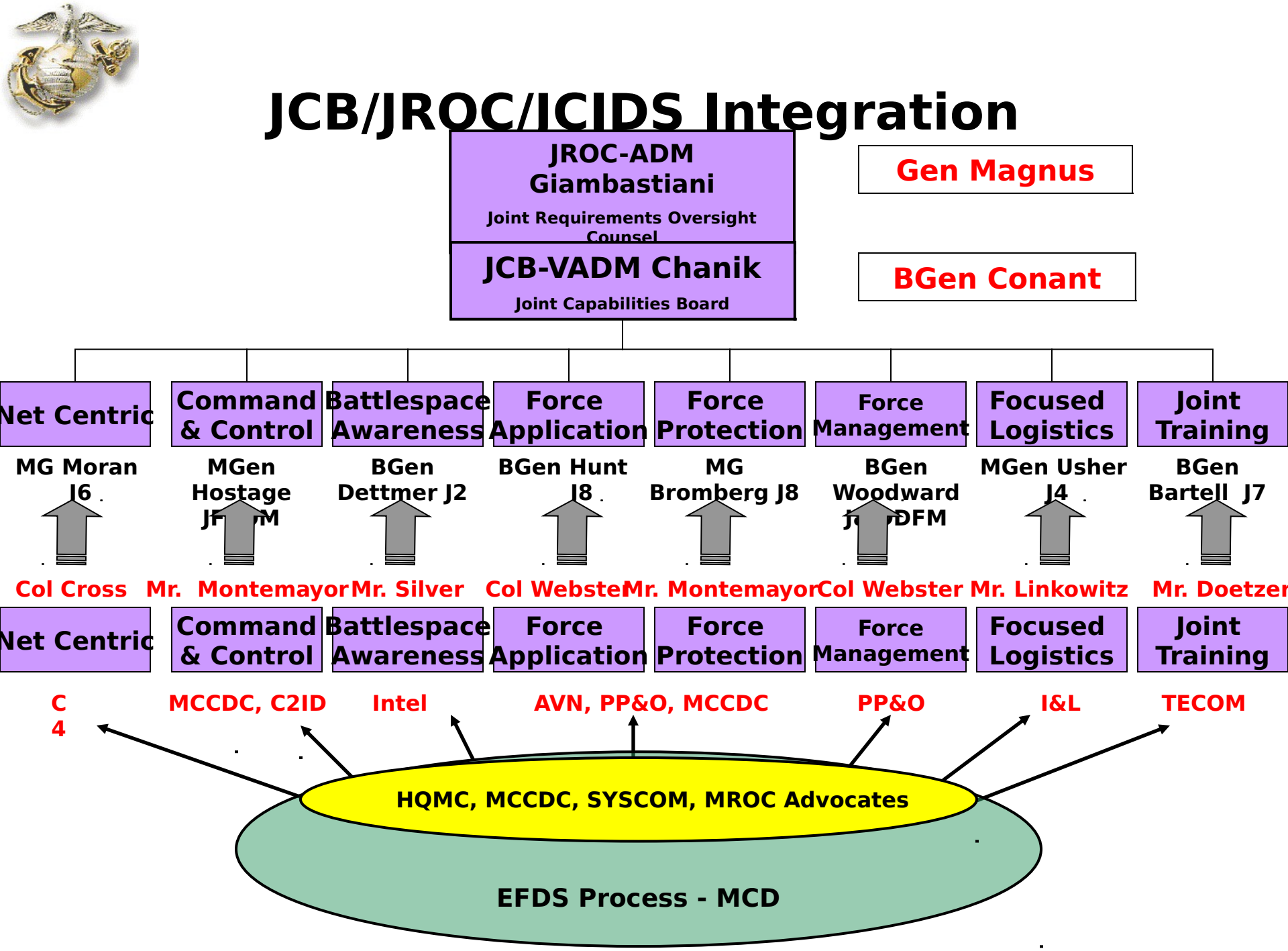
Portfolio

-Enterprise-Level Processes
-Joint Policy
-People as a resource
-Joint Training
-Joint Education
-Training Enablers

*Tri-Chair
JFCOM: MG Kamiya
OSD: Mr. Garner

*Appropriate Milestone Decision Authority will co-chair FCBs (AT&L, USecAF, or NII)
** Joint Training is "tri-chaired" between J7, JFCOM and OSD

JCB/JROC/ICIDS Integration



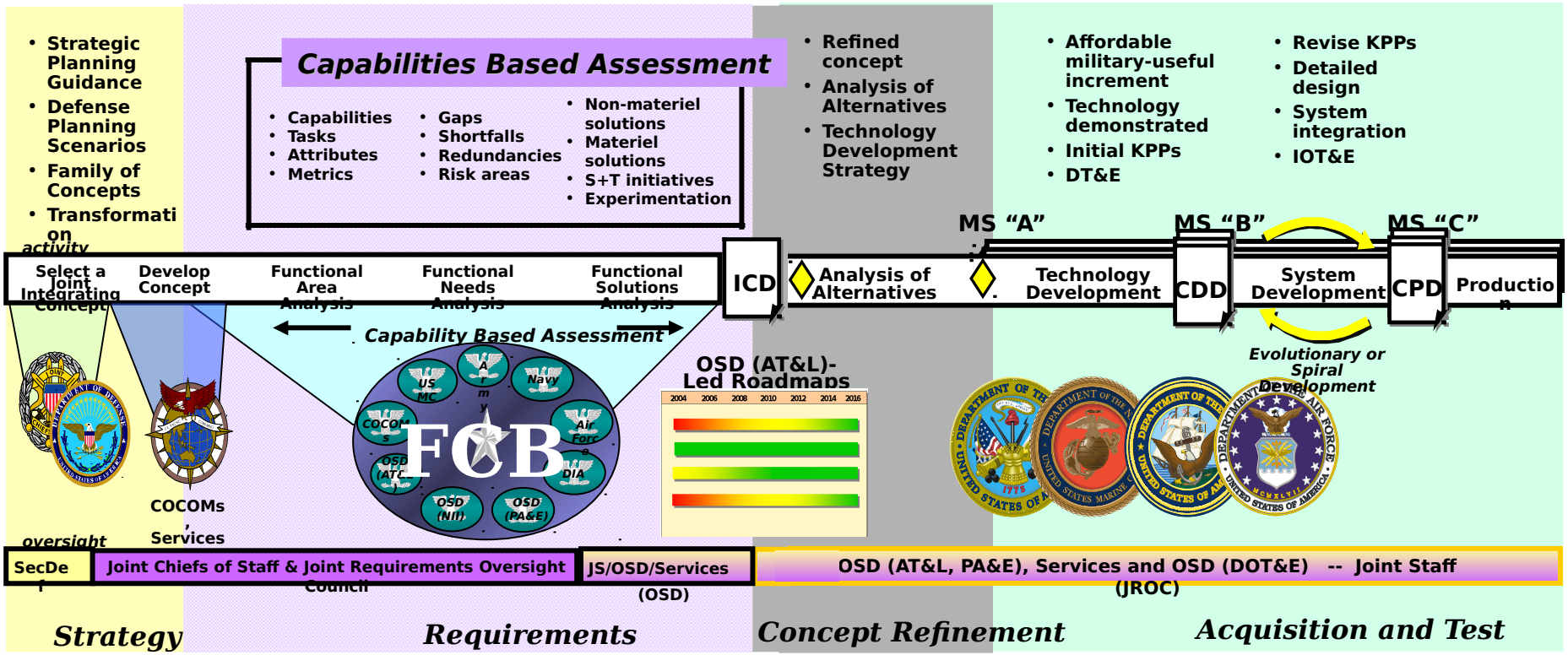
Issues of Immediate Importance

- JROC's role in the development of issues for the Deputy's Advisory Working Group (DAWG).
  - JROC lead turn DAWG decisions?
  - Authorities issues
- Institutional Reform and Governance (IRG) Efforts.
  - Potential duplication of effort (FCB vs. IRG Portfolio Managers)
  - Better business or increase of OSD control
- Concept Decision Experiment.
  - Driving toward Evaluation of Alternatives (EoA) upfront
  - Impact to decision space throughout capability development
  - Tri-chair proposal
- Expanding FCB roles/responsibilities.
  - New decision support tools in development
  - Standardization still an issue
- JCIDS process changes.

Questions

Back-up Slides

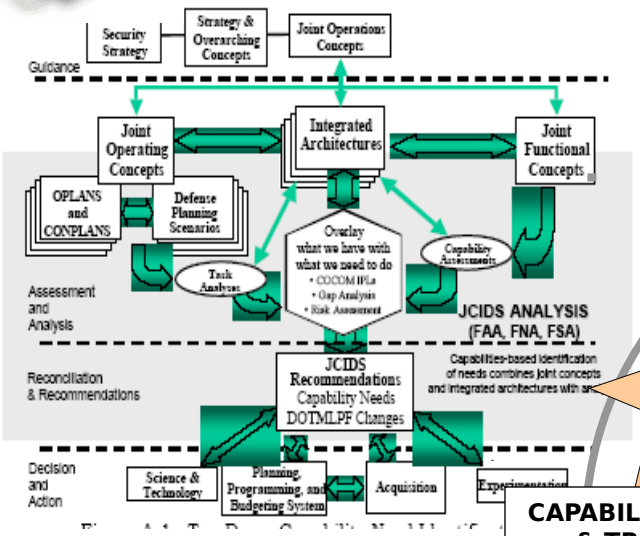
DOD End-to-End Requirements, Acquisition, and Test Process*



* Per DoDI 5000 and CJCSI 3170

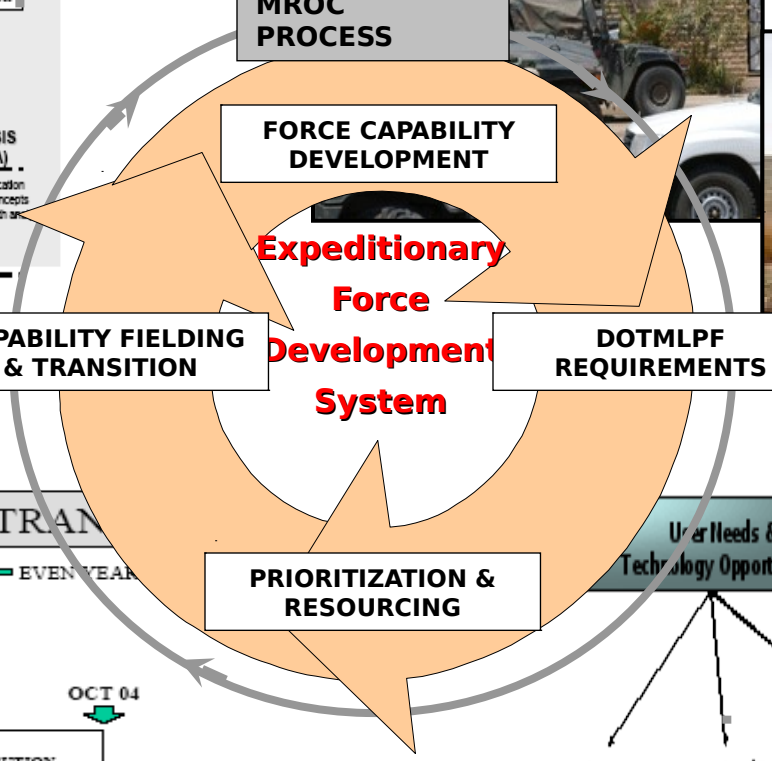
Systematic Approach for Warfighting Capability

JCIDS



On-Going Operations

- Combatant Commands IPI
- Operational Lessons
- Operational Need Statem



PPBES

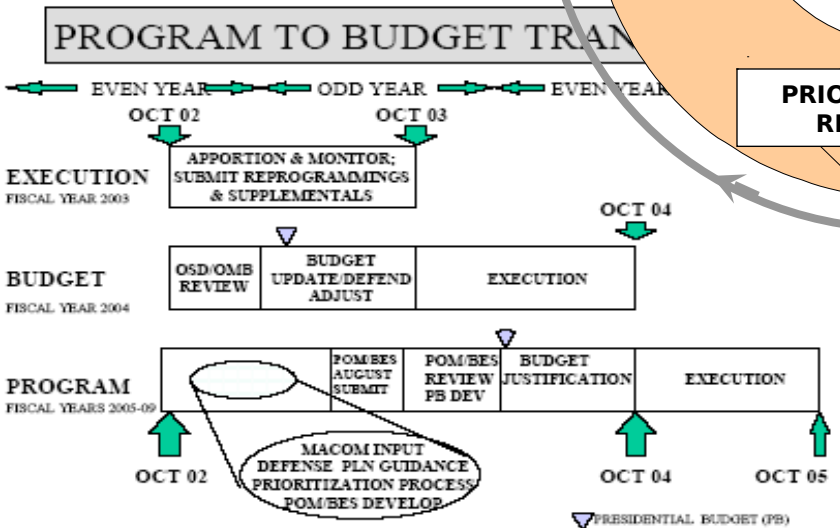
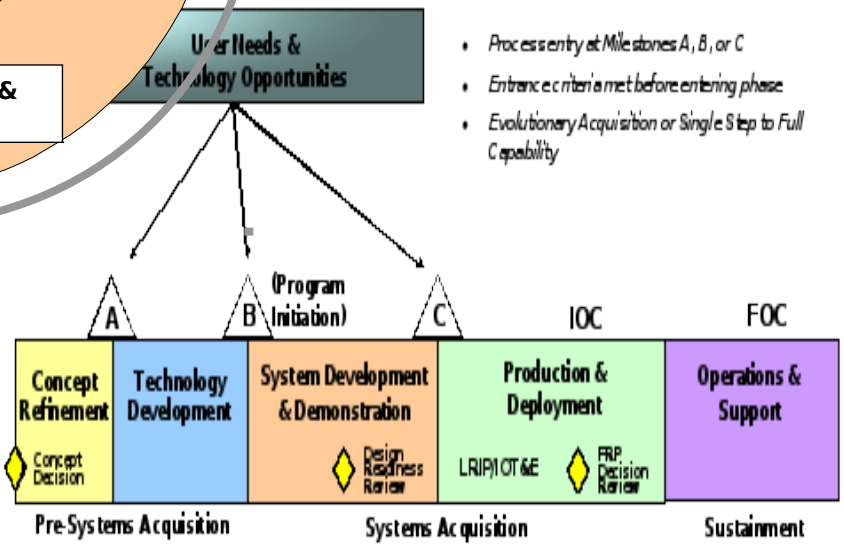


Figure 12

Acquisition



- *Process entry at Milestones A, B, or C*
- *Entrance criteria met before entering phase*
- *Evolutionary Acquisition or Single Step to Full Capability*

Questions ?

RX

Special Programs Division

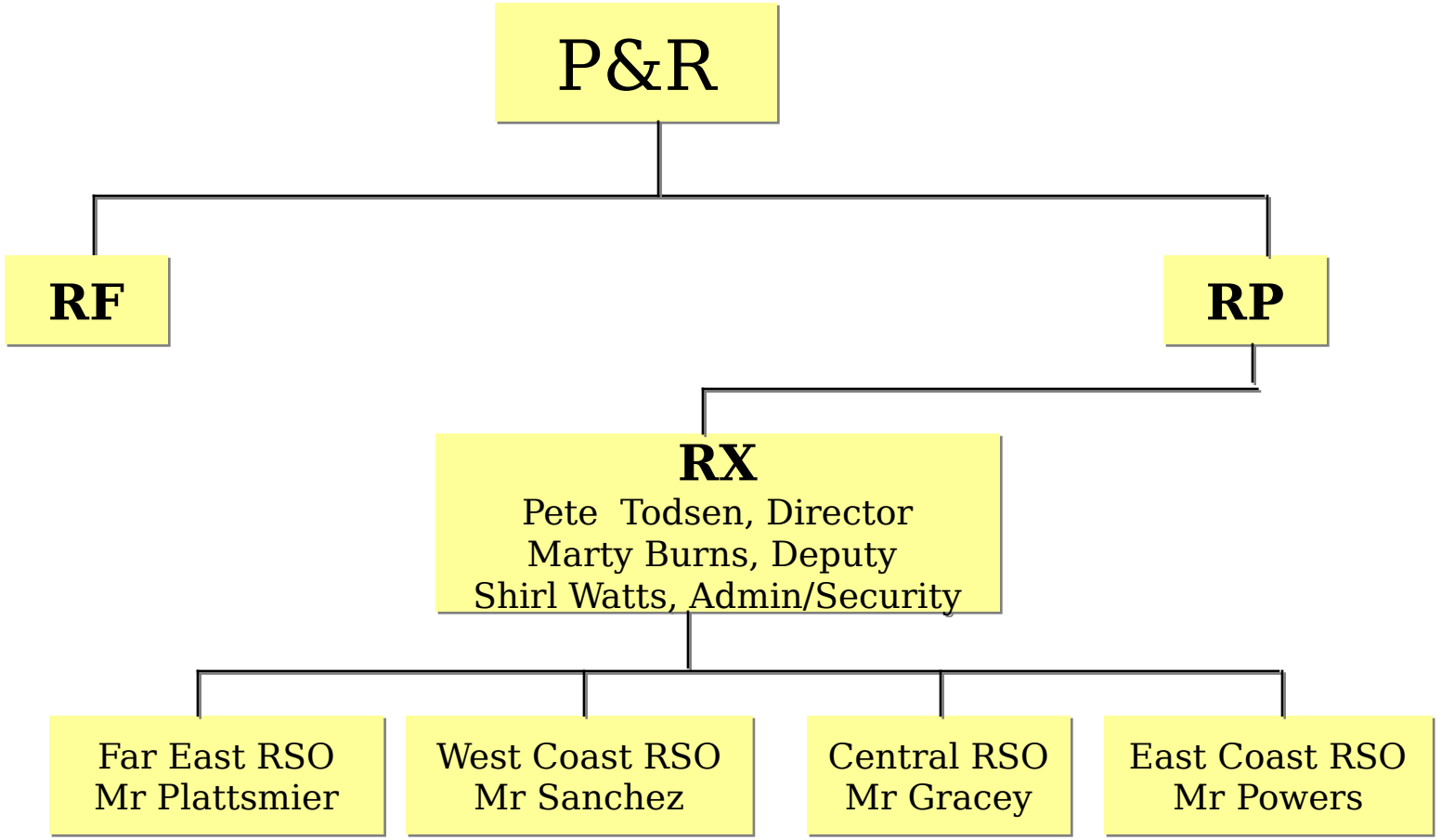
2006

MISSION

Provide oversight and management for the planning, development, coordination, and implementation of support for all acquisition Special Access Programs (SAPs) with Marine Corps equities.

Oversight of Marine Corps policies and procedures for the protection of SAP material to include classification guidance, document control, storage, dissemination, transmission, destruction, and personnel security.

ORGANIZATION



What are Special Access Programs?

SAP: Program with enhanced security measures, strict need to know and access controls.

Acknowledged SAP: Acknowledged and purpose identified (B-2, F-117) while details, tech, materials of program are classified. Funding is generally unclassified.

Unacknowledged SAP: Existence of SAP is protected. Funding is unacknowledged classified or not limited to program.

Waived SAP: Unacknowledged SAP. Only Chairman and Senior Minority Member of the 4 Congressional Defense Committees have access.

FUNCTIONS (cont.)

P&R (RX) is the single POC for SAPs in the Marine Corps

Administrative, Support and Oversight of all SAPs

Coordinate with OPNAV, N89 (Department of Navy Special Access Control Officer (SAPCO) all Marine Corps SAP requirements and security issues.

Coordinate billets as well as approve all Common Access Billets access within the Integrated Special Technology Operations (IJSTO)

RIM

P&R Information Management Office

Branch Head: Mr. Art Holland

PRIMO Mission Statement

The Programs and Resources Information Management Office (PRIMO) is responsible to the Deputy Commandant Programs & Resource for the development, management and administration of information resources within in the Programs and Resources Department.

PRIMO enables all hands to support senior level decision-makers by

- Improving management processes within the PPBE system
- Reducing the resource footprint through the modernization of the program & budgeting data management systems
- Developing new or improved analytical models and tools

PRIMO supports the Strategic Direction of P&R and the vision statement of the Marine Corps by cutting waste, operating efficiently and minimizing resources required to enable the overall goal of:

“Making Marines to win our nations battles”.

Operational Responsibilities

The primary function PRIMO is Database Development and Management with a focus on Business Process Improvement

In addition to this PRIMO concurrently performs the following functions:

- Updating and modifying existing applications via System Change Requests
- Fixing any system defects that may occur
- Troubleshooting any hardware, printer or network efforts for P&R. Primary responsibility for these efforts is now with NMCI.

Specific PRIMO Responsibilities

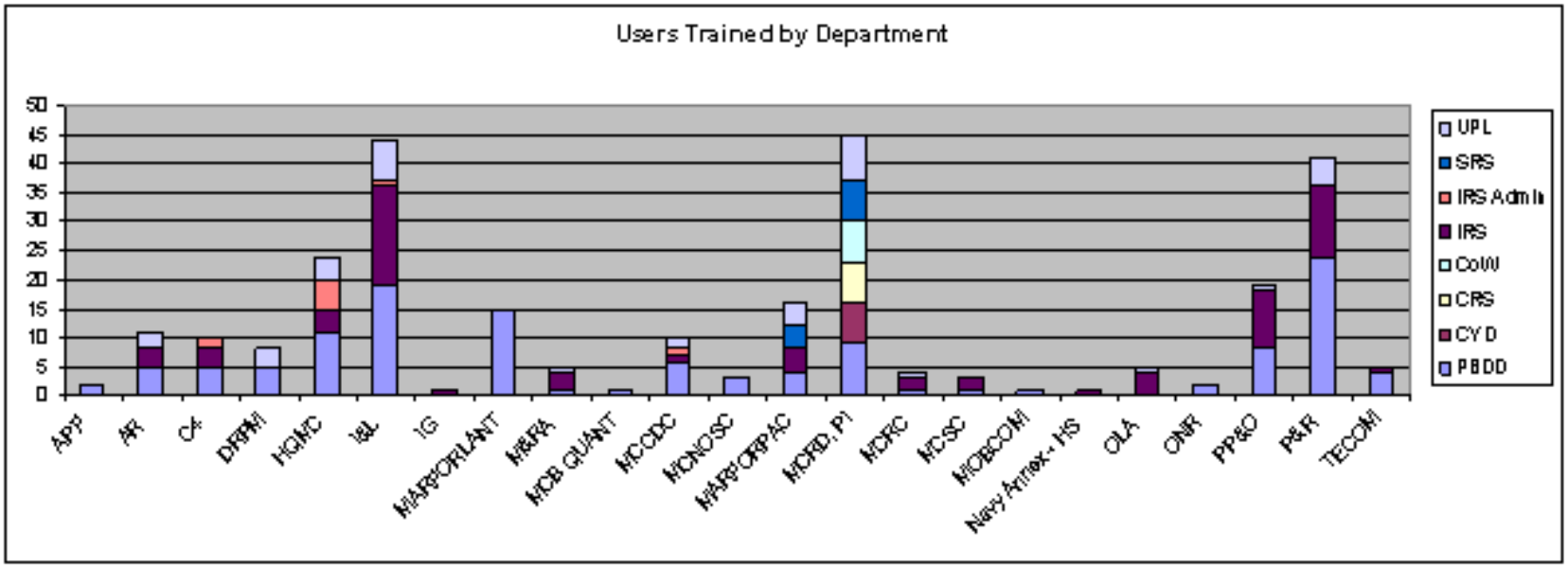
Specific responsibilities are to:

- Manage information resources for P&R
  - Liaison with ARI
  - Database Mgmt and Applications Development
    - PBDD, PDD, IRS, UPL, CRS, CYD, CoW, SRS
  - Applications Training
  - P&R COOP and Database Server Management
  - P&R Portal and Web Site Management / Development

- FYDP Improvement
  - BMMP (SPB Domain)
  - Program Data Structure Working Group (OSD)
  - Information Officer I/O
  - FAM/FDM for Resources/ Requirements & Assessments

PPBE Application Training

- PRIMO conducts monthly applications training



PRIMO Staffing

- **Branch Head, PRIMO** **Mr. Holland**
- **Sys/Apps Dev Officer** **Maj Sherman**
- **Sys/Apps O & M Officer** **Capt Strom** **(deployed till Feb07)**
- **NMCI/ISO Specialist** **Ms. Joycelynn McCall**
- **Contractor Team** **Lead: Anthony Allen**

Core Competencies

PRIMO is staffed with individuals who possess: in-depth, broad-based information technology experience, an understanding of the DoD, DoN, and USMC PPBE processes, and who are well suited to manage the integration of business processes with information management systems.

PRIMO Goals

- Provide the DC P&R with Information Management expertise and resources.
- Research, identify and acquire IT assets that enhance operational efficiencies within P&R.
- Facilitate information systems and processes that enable all members of the P&R team to support senior level decision-makers in the Planning, Programming, Budgeting and Execution System.

PPBE Applications

App	Purpose	Functionality
PBDD	Programming and Budgeting Documentation Database: Manage USMC programming and budgeting information	▪ Submit issues/ initiative ▪ Approval workflow ▪ Query issues/ initiatives
IRS	Inquiry Response System: Manage Congressional inquires pertaining to the USMC budget	▪Review/approval workflow ▪Search (inquiry or response) ▪Response template
UPL	Unfunded Programs List: Manage unfunded requirements	▪ Submit item / workflow ▪ Query issues/ initiatives
SRS	Supplemental Request System: Manage requests for supplemental funding to support GWOT requirements	▪ Submit item ▪ Approval workflow ▪ Query issues/ initiatives
PDD	Program Development Database:	▪Upload files

Department Applications

App	Purpose	Functionality
P&R Portal Upgrade	Manage access to P&Rs business tools and information	▪ User based access to applications and information
Content Management	Shared File Document Storage and Repository	▪ User based security ▪ File Check in/ out
Collaborative Suite	Provide secure environment for P&R personnel to collaborate on work products	▪ Document ver. control ▪ Message Boards ▪ Workflows
Business Dashboards	Provide P&R Leadership with graphs and reports	▪ Business metrics ▪ Key reports

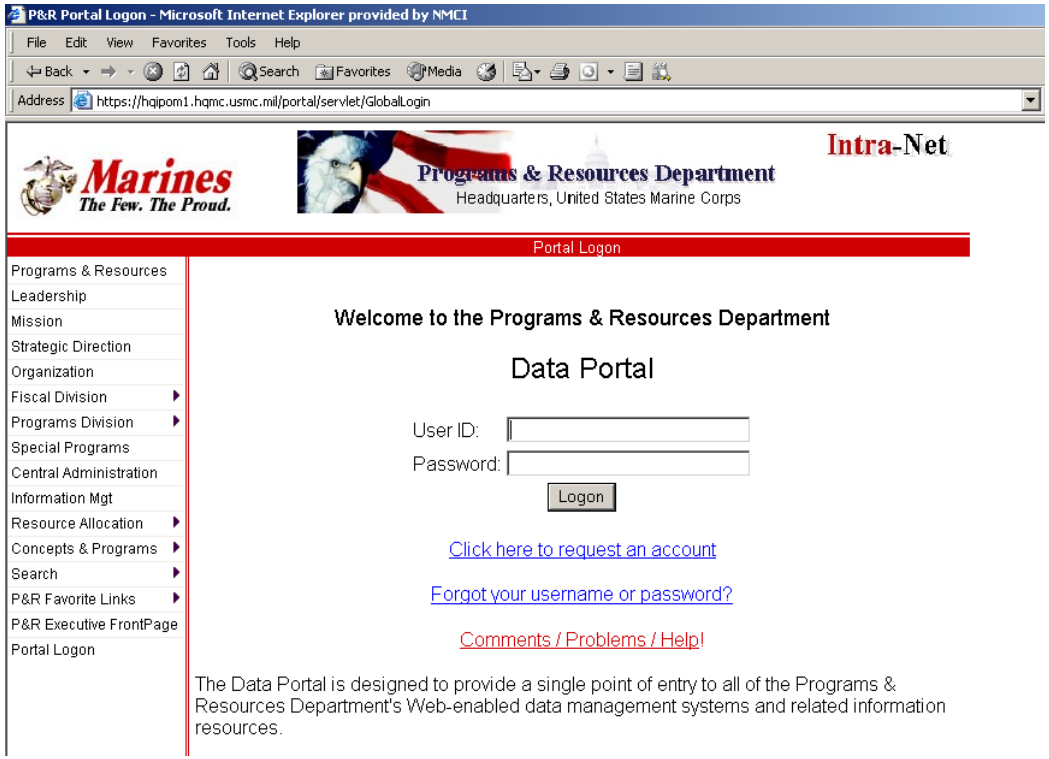
Branch Specific Applications

App	Purpose	Functionality
Current Year Deficiencies List (CYD)	Manage execution year unfunded requirements submissions	▪ Create Item ▪ Approval workflow ▪ Query issues/ initiatives ▪ Ranking of requests
Cost of War Reporting System (CoW)	Track funding executed in support of the USMC's current global operations	▪ Command Submission ▪ Headquarters reporting ▪ Management analysis
Contingency Request System (CRS)	Contingency Request System: Track the cost of funding related to natural disaster relief, e.g. Hurricane Katrina	▪ Request Submission ▪ Submission Status ▪ Request Search ▪ Ad Hoc Reporting

Branch Specific Applications

App	Purpose	Functionality
Civilian Personnel Information Management System (CPIMS)	Manage Civilian Personnel budget data	▪Report Submission ▪Calculate Average Salaries ▪Create Ad Hoc reports
Contingency Operations Requirements System (CORS)	Manage supplemental requests to support current contingency requirements	▪Requirements Submission ▪Approval workflow ▪Query issues/ initiatives ▪Daily data inputs from SABRS

Portal PPBE Applications Demo



Questions ?

AR

Administration and Resource Management Division (AR)

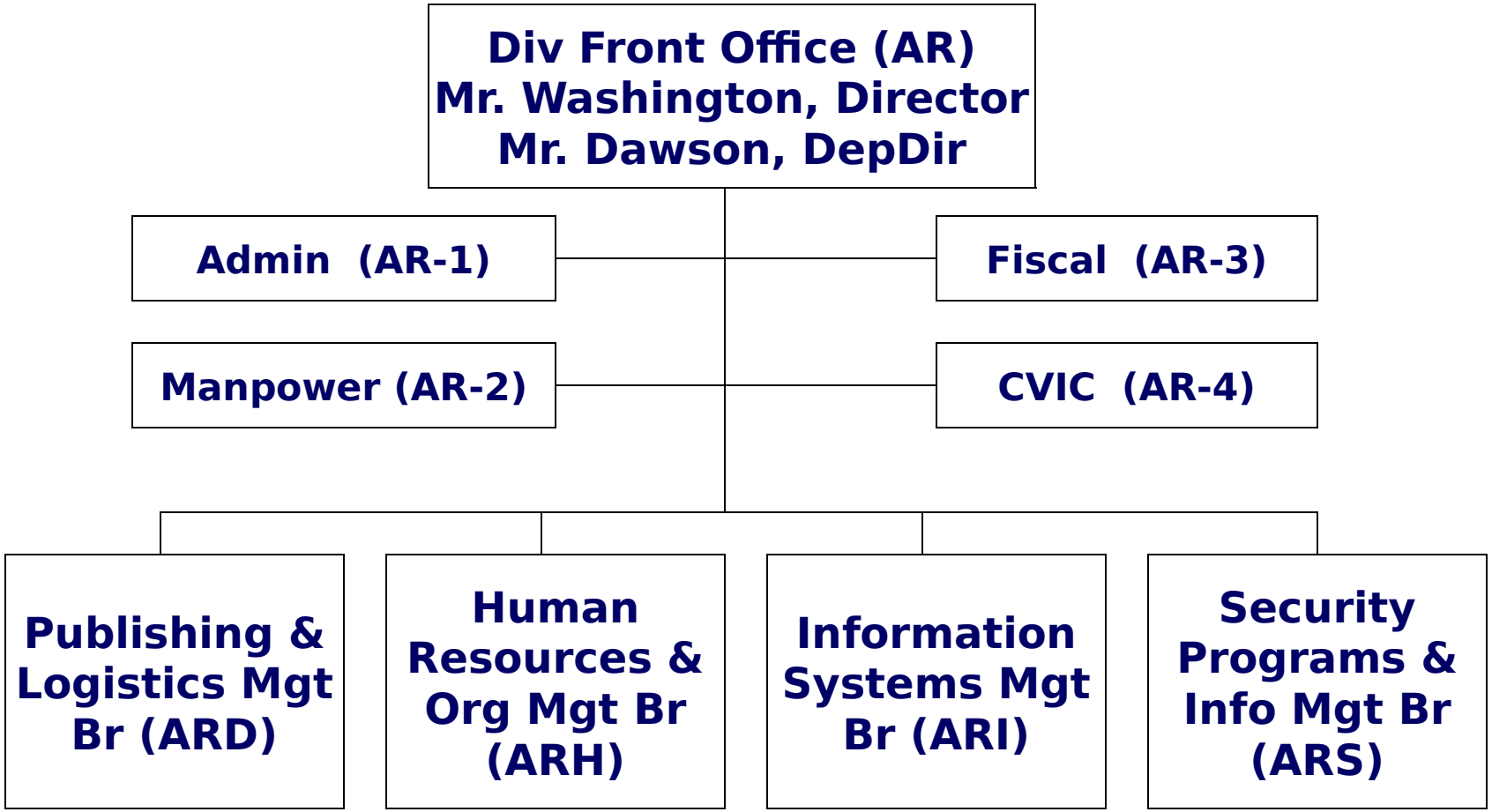
"Proudly serving Headquarters Marine Corps since 1944."

Administration and Resource Management Division (AR)

AR Division supports the Commandant of the Marine Corps, Marine Corps activities within the National Capital Region and Marine Corps commands worldwide by providing the following to help our customers support the warfighter:

- Responsive support services
- Sound policy guidance
- Expert program management

Administration and Resource Management Division (AR) Organizational Chart



Admin Office/Special Projects (AR-1)

- Navy Annex and Pentagon offices
- CMC Theatre/Conference Room & General Purpose Room reservations
- Directory & Locator Assistance (Help Desk) (703.614.1837/3359)
- Major Charity Fund Drive Coordination
- Division Security Manager (Check In/Out)
- MCATS & Personnel Tasker Management
- Exhibits/Event Support
- Civilian WFD Training Funds/Budget
- Dir/DepDir ARDiv Calendar Scheduler

Manpower Section (AR-2)

- **Table of Organization (T/O) & Manpower Authorizations Management (Military and Civilian)**
- **Marine Corps Management Headquarters (Military and Civilian)**

Fiscal Section (AR-3)

Fund/pay the following:

- Rents/Support Agreements
- CMC Special Staff
- Labor
- Civilian Personnel Services and Training
- Security Programs
- Information Technology/Communications
- Printing/Publishing/Subscriptions
- Non-ADP Equipment
- Defense Travel System (DTS)

CVIC Section (AR-4)

"The Commandant's Visual Information Center"

- Photo
- Video
- Graphics
- Reprographics
- Audiovisual

In Studio

Official Portraits (Head & Shoulders)

Boards: promotion, medical & special packages/assignments

Official Documents: Credentials, Passport & Visa

Off-Site

Parades:

Sunset, Evening & Honor

Events:

Counterpart Visits, Symposiums, Conferences & Courses

Ceremonies:

Change of Command, Post &

Photo

Historical Documentation

Events

Change of Command, Post & Relief, Counterpart Visits, Symposiums,

Conferences, etc.

Parades:

Sunset, Evening & Honor

Video Productions:

Public Service Announcements (PSA)

Pre-recorded Messages

Video

Graphic Design

Illustrations (traditional & digital)

Logos, coin designs

Publication Design

Books, booklets, newsletters, magazines

brochures, programs, & invitations

Display & Sign Design

Displays (Indoor or Outdoor)

Easel, wall or case

Signage (Indoor or Outdoor)

Presentation Design

Electronic or hardcopy

Graphics & Publications

In House Printing/Copying

Black & White and Color

Large Format Poster/Chart Printing

Professional Binding

Perfect/Book, Stapling, Coil, Comb

Wire, Velo Strip, Stapling, & Memo Pad

Professional Finishing

Shrink Wrap, Plastic Strap, Cutting

1,2 & 3 Hole Punch

Reproduction

Audiovisual Equipment Loan

Short Term & Long Term Loan:

Data projectors, Overhead projectors,

Projection screens, Audio recorders,

Monitor w/VCR or DVD, Lecterns, microphones (wired or wireless)

Training Video Library

Training volumes on DVD

Audiovisual

Publishing & Logistics Management Branch (ARD)

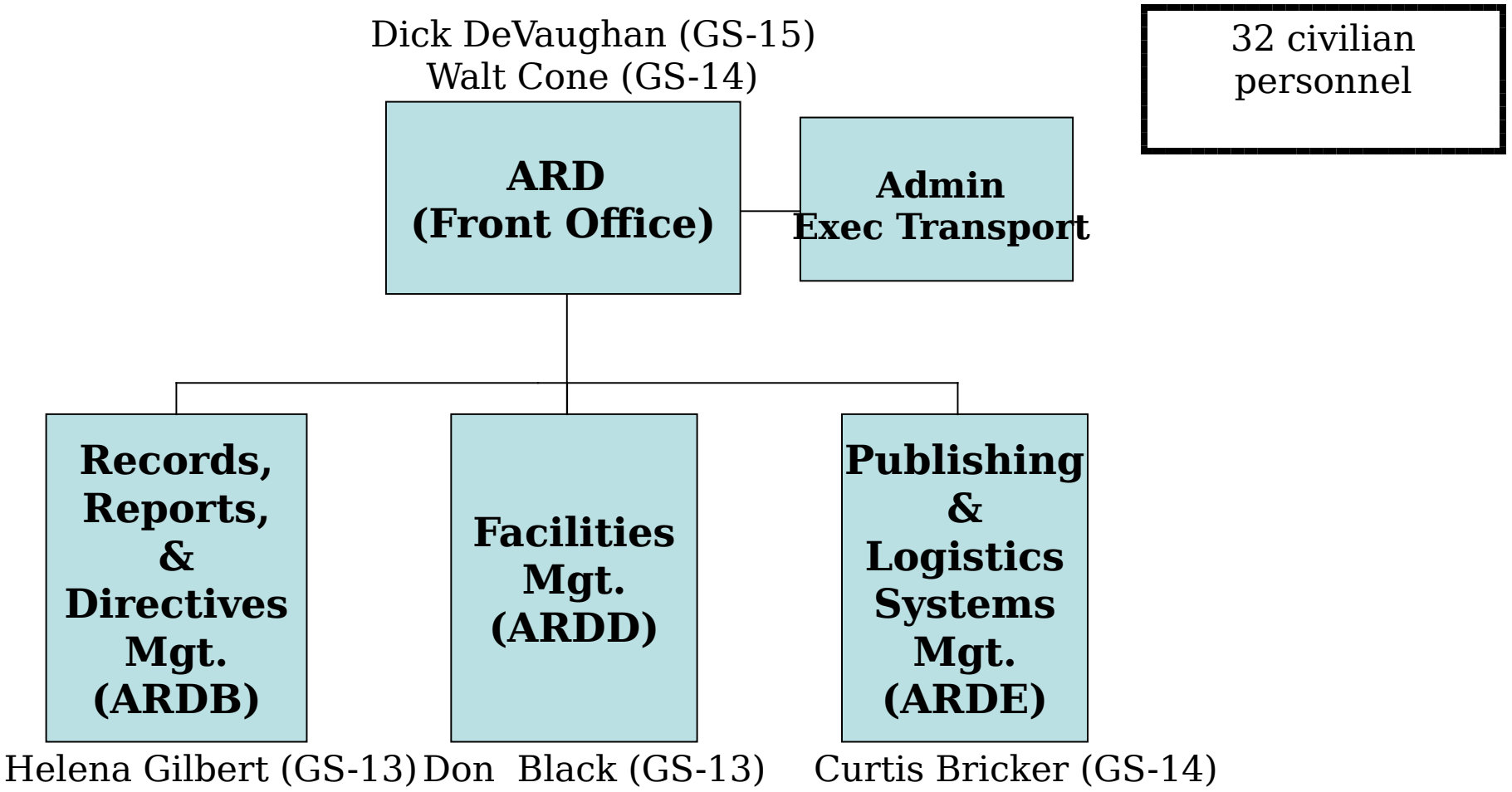
2006

Publishing & Logistics Management Branch (ARD)

MISSION

To enable our customers to effectively execute their missions, ARD provides Publishing, Facilities, Non-IT Equipment and Pentagon Renovation Support to HQMC, and plans, directs, and manages the Marine Corps-wide Records, Reports, Directives, Forms, and Printing Management Programs.

ARD Organizational Chart



Records, Reports, & Directives (ARDB)

- Management of 3 Marine Corps-wide programs…Records, Reports, & Directives
- Represent & provide Marine Corps' position on programs
- Program inspections
- Control, record, staff, & respond to draft issuances
- Operate & maintain HQMC Central Files

Facilities (ARDD)

- **Manages the Pentagon Reservation rent budget**
  ($50M for FY07)
- **Manages a $1.5M renovation budget**
- **Renovations & relocations**
- **HQMC space management**
- **Pentagon Renovation Program**

Pentagon Renovation

- **ARDD oversees all aspects of the PenRen renovation project as it pertains to HQMC (design, renovation, occupancy, etc.)…"a one person show."**
- **Complete renovation… "slab to slab."**
- **Construction of the 1st Wedge began 1998; & first tenants occupied Wedge 1 in 2001**
- **Entire Pentagon to be complete about 2011**

Publishing & Logistics Systems (ARDE)

- Manages a $4.M budget
- Management of 2 Marine Corps-wide programs…Printing (plus Non-IT) & Forms
- Marine Corps publications web site
- Marine Corps Seal/Emblem approval
- Logistics management systems
- Program inspections

Human Resources and Organizational Management Branch (ARH)

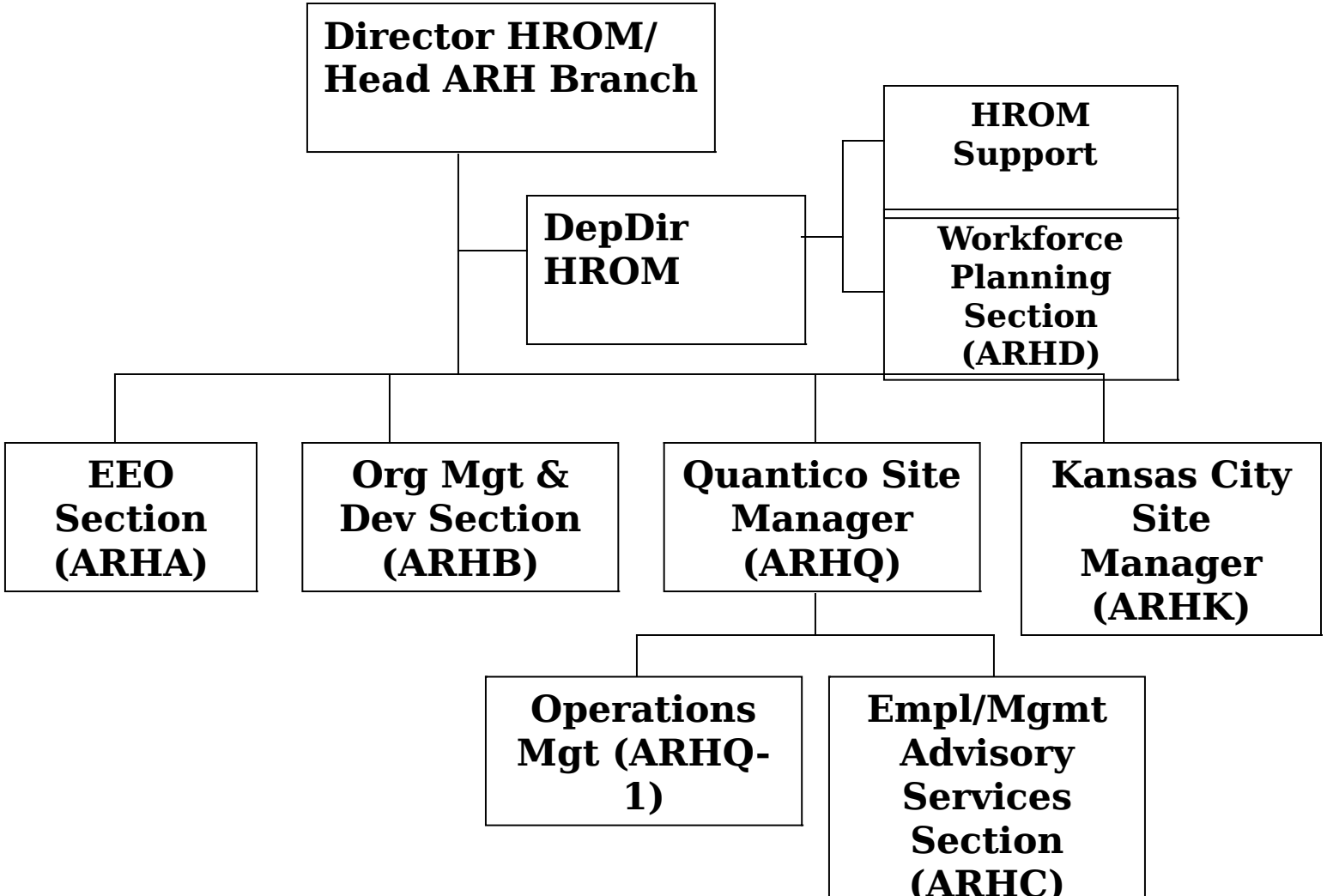
2006

HUMAN RESOURCES AND ORGANIZATIONAL MANAGEMENT (ARH)

FUNCTIONS INCLUDE:

- POSITON MANAGEMENT
- POSITION CLASSIFICATION
- RECRUITMENT/SPECIAL RECRUITMENT
- LABOR RELATIONS
- EMPLOYEE RELATIONS
- ORGANIZATIONAL DEVELOPMENT
- EEO

Human Resources and Organizational Management



RECRUITMENT AND COMPENSATION

CLASSIFICATION/POSITION MANAGEMENT

- Advise management on proper title, series and grade of positions as compared to OPM published guidance
- Advise and work with management in the design of new positions, organization, mission and new or changed priorities
- Respond to initiatives to downsize or to meet challenges with increased workload

RECRUITMENT AND COMPENSATION (Cont.)

RECRUITMENT

- Analyses of short and long range workforce trends to assist in manpower planning
- Advise managers and employees regarding merit principles, staffing alternatives, and related regulations and policies
- Develop valid job related crediting plans/skills
- Handles merit promotion grievances under the administrative grievance procedure

EMPLOYEE MANAGEMENT ADVISORY SERVICES SECTION

- MISSION: **To provide a full range of timely and accurate advisory services to supervisors and employees in the labor and employee relations functional areas**
- LABOR RELATIONS
  - Labor contract negotiations
  - Labor contract interpretation and administration
  - Union and employee filed grievances under the negotiated grievance procedure
  - Unfair labor practice proceedings and other third party proceedings

EMPLOYEE MANAGEMENT ADVISORY SERVICES SECTION

- EMPLOYEE RELATIONS
  - **Leave entitlements and leave administration**
  - **Disciplinary and adverse actions**
  - **Injury compensation program**
  - **Performance management program**
  - **Incentive Awards**
  - **Work schedules, including alternative work**

    schedules and telework
  - **Grievances and appeals**
  - **Benefits (health and life insurance, retirement)**

-

- **SrelationsManages Rewards System**
- **Ensures that all employee's benefits are correct and they are counseled to make informed decisions about their careers, benefits and retirements**
- **Administer the life and health insurance programs, thrift savings and all retirement programs**
- **Manages Federal Employees Compensation Act (FECA) Program**
- **Manages Leave Administration Program**

MPLOYEE MANAGEMENT ADVISORY SERVICES SECTION (Cont.)

- GUIDES AVAILABLE TO SUPERVISORS AND EMPLOYEES
  - **Absence and Leave Handbook**
  - **Guide to Injury Compensation**
  - **Understanding Federal Benefits**
  - **Designing and Implementing Alternative Work Schedule Programs**
  - **Supervisor's Guide to Labor Management Relations**

ORGANIZATIONAL DEVELOPMENT

- **Group Collaboration & Decision Making Support**
  - **Meeting/conference planning & after-action report**
  - **Group facilitation using computer tools**
- **Civilian Workforce Development**
  - **Training**
  - **HQMC Civilian Career & Leadership Development**
- **Organizational Development**
  - **Strategic planning**
  - **Climate surveys**

Executive Decision Roo

Portable System

EQUAL EMPLOYMENT OPPORTUNITY

- Assists management and employees in creating solutions to resolve workplace disputes
- Provides technical advice to employees and management concerning resolution of EEO complaints
- Assists in the development, administration and evaluation of equal employment opportunity programs, policies and procedures
- Manages the federal sector complaints process

Information Systems Management Branch (ARI)

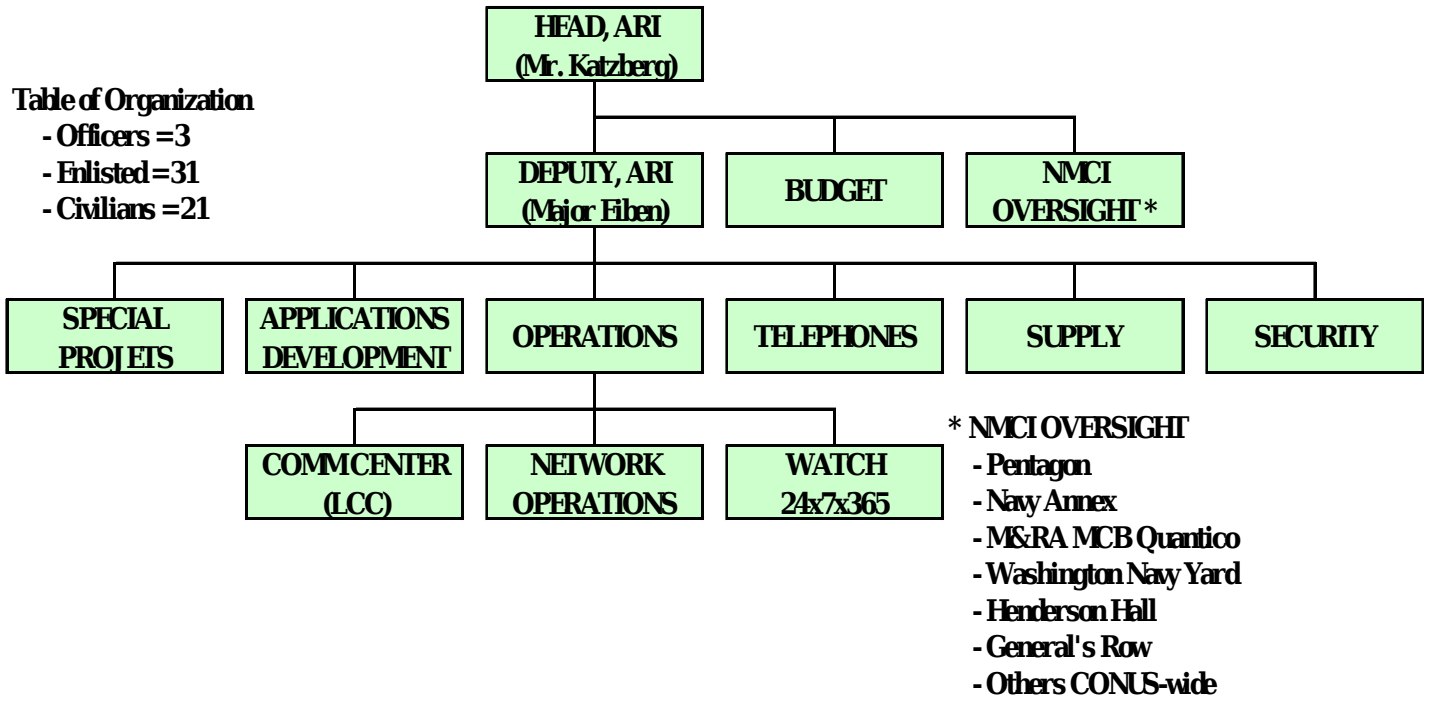
2006

Information Systems Management Branch (ARI)

MISSION

To provide the Commandant of the Marine Corps and all Headquarters Marine Corps staff organizations with robust and reliable classified and unclassified data network, naval messaging, voice communications, and information technology services in direct support of their operational requirements.

ARI Organizational Chart



ARI CUSTOMER BASE

- **3000 direct support users**
  - **30 General Officers / 14 SES personnel**
  - **NIPRNET (Unclassified)**
  - **SIPRNET (Classified)**
- **Locations include Pentagon, Navy Annex, M&RA, Navy Yard, Henderson Hall, General's Row, and "the site"**
- **CommCntr – World-Wide support**

ARI FUNCTIONS

- Network Operations
  - SIPRNET – full 24x7 support (less GCCS)
  - Legacy Network, Hardware, and Legacy Application
- Network and Data Security
- New Technology Insertions
- Capabilities Enhancements
- Local Control Center (LCC)
  - Communications Center
  - DMS Messaging 24x7
- Applications Development
- Voice Communications
  - Office Phones, Cell Phones, BlackBerry devices

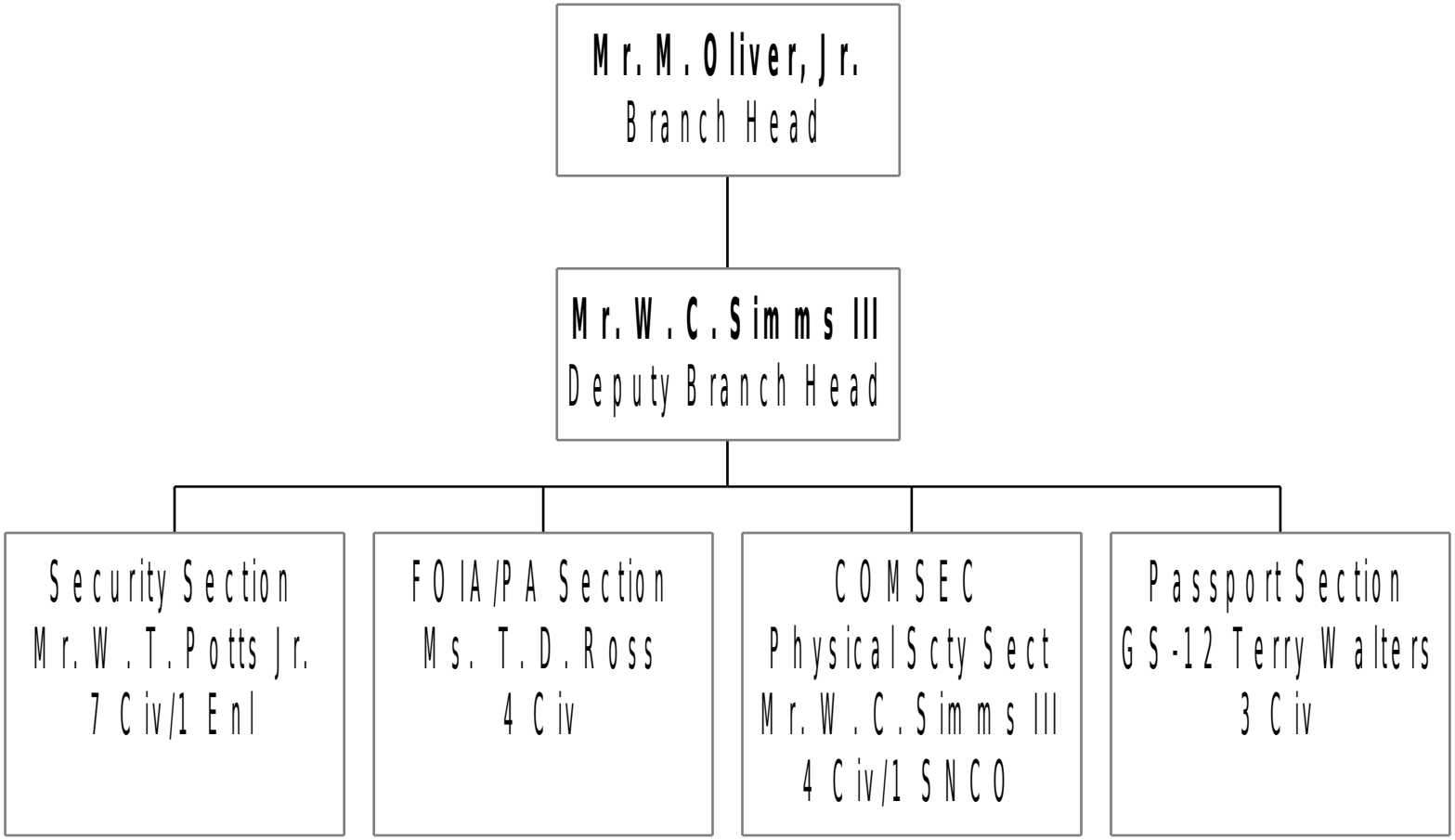
ARI FUNCTIONS (Cont.)

- IT/ITE Procurements
- Problem Resolution
- User Training
- HQMC COOP
  - Integrate HQMC SIPRNET/NIPRNET into OSD DCIN
- Support IT/ITE and Voice Comm for HQMC office
- Special Event Support
- Represent HQMC in Joint Pentagon Area Network Governance and Policy Development Boards
- NMCI Oversight - Pentagon, Navy Annex, M&RA MCB Quantico, Washington Navy Yard, Henderson Hall, General's Row, other locations CONUS-wide

SECURITY PROGRAMS & INFORMATION MANAGEMENT BRANCH (ARS)

2006

SECURITY PROGRAMS AND INFORMATION MANAGEMENT BRANCH (ARS)



SECURITY PROGRAMS & INFORMATION MANAGEMENT BRANCH (ARS)

MISSION

- Provides Information, Personnel, Physical and Communications Security services, in support of HQMC Staff Agencies.
- Provide Information and Personnel Security Policy for the USMC
- Security related training for all personnel, military and civilian at HQMC.
- Responsible for FOIA/PA and Official Passport/Visa requests USMC wide.

SECURITY PROGRAMS & INFORMATION MANAGEMENT BRANCH

- FOIA/PA Program (requests directed to HQMC)
- Passports/Visa (world-wide support)
- Parking Management (VIP, visitor, common area, and Executive parking)
- COMSEC (electronic keys, STU-III/STE support)
- Physical Security (install alarms, foreign travel and Anti-Terrorism Force Protection Briefs
- Information Security (control of classified materials)
- Personnel Security (clearances and badges)

PASSPORT/VISA SECTION

Provides Passport and Visa Support to all Marine Corps activities world-wide

- Facilitate the submission of Passports for Military and Civilian Personnel, to include family members.
- Support
  - USMC MSC's
  - MSG – diplomatic passports
  - HMX-1

FREEDOM OF INFORMATION ACT/PRIVACY ACT (FOIA/PA)

- Implements and manages the FOIA and Privacy Act programs USMC-wide. Serves as principal advisor and provides guidance on all FOIA/PA policy matters.
- Controls and processes all FOIA/Privacy Act requests directed to HQMC.
- Provides support (on behalf of HQMC component) to DOJ/JAG/OGC regarding FOIA/PA appeal and/or litigation matters.
- Assists in facilitating FOIA and/or Privacy Act training for HQMC and Fleet Marine Force personnel.

INFORMATION AND PERSONNEL SECURITY

Responsibilities

- USMC Information and Personnel Security Policy
  - Command Inspection Program
  - Augment IGMC Inspection Teams
  - Classification Management
  - MCO P5510.18A
  - Personnel Security Appeals Board (PSAB)

INFORMATION AND PERSONNEL SECURITY

Responsibilities

- HQMC Information Security Program
  - Control of HQMC classified material less SCI & SAP
  - Classification Management
    - Original Classification
    - Derivative Classification
    - Marking of classified documents

INFORMATION AND PERSONNEL SECURITY

Responsibilities

HQMC Personnel Security Program

- Process all HQMC clearance and access requests
- Process Letters of Intent and Letters of Notification
- Report derogatory information per Continuous Evaluation Program

INFORMATION AND PERSONNEL SECURITY

Responsibilities

- Process Pentagon Reservation Building Badge requests
  - NCR – If 24/7 access required to multiple capital region DOD Buildings
  - FB2/PNT – If 24/7 access required to Pentagon and Navy Annex. Other buildings occasionally.
  - Request via AR Security Manager

PARKING MANAGEMENT

- HQMC Parking Coordinator
  - Manage parking for personnel assigned to or visiting HQMC
  - Permanent parking allocation received from PFPA Parking office based on “fair share” distribution
  - Processed CY 06 to date: 294 visitor clearances
    981 permit holders
  - Types Of Parking

    VIP Parking Executive Parking

COMMUNICATIONS SECURITY (COMSEC)

- The Communications Security Section services the Communications Security Material requirements for all HQMC Staff Agencies
- Account Management: Accounting, training, inventory, destructions and inspections of all COMSEC Material and equipment
- Manages the Electronic Key Management System for all Cryptologic products and services

COMMUNICATIONS SECURITY (Cont.)

- Continuous accountability of all COMSEC Material and Equipment (Semi-annual/annual Inventories).
- STU-III/STE Support.

PHYSICAL SECURITY

- Physical Security Surveys
- Coordinates the installation of alarm systems
- Serves as the HQMC Liaison to the Pentagon Force Protection Agency (PFPA) for Physical Security requirements
- Physical Security construction specifications for Level III Restricted Areas
- Physical Security Accreditations
- Foreign Travel and Anti Terrorism Force Protection Briefs

PHYSICAL SECURITY (Cont.)

- Responsible for maintaining HQMC lock program and access control requirements

Questions?

RFC

FISCAL DIVISION

Coordination Branch (RFC) Orientation Brief

- Structure, Duties, and Products -

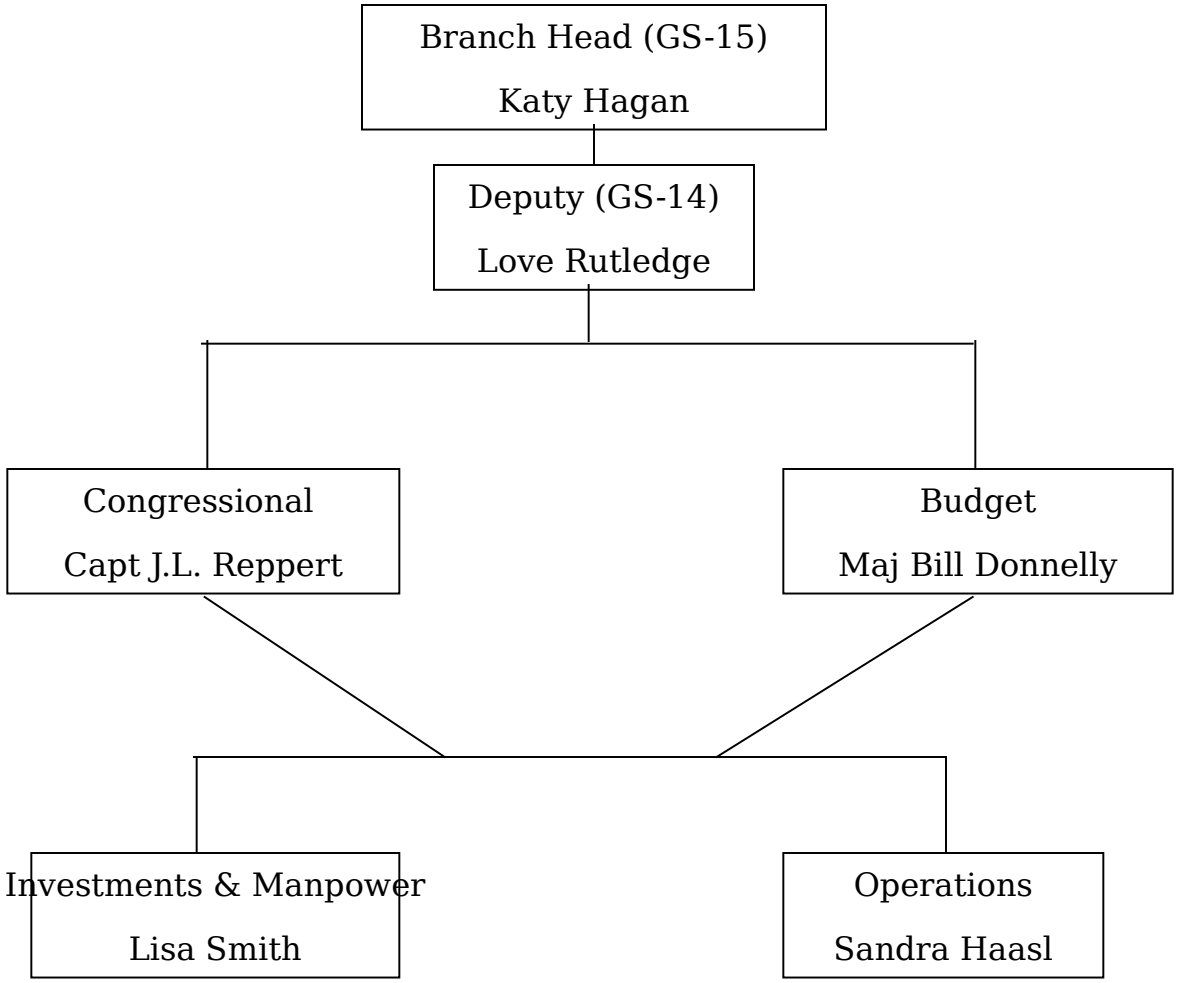
August
2006.10

MISSION

- Serve as the quality control point for all financial information
  submitted outside the Marine Corps (Congress, DoD, Navy)
  on behalf of the Commandant or his representatives.

- The section's goal is to provide accurate, timely, reliable,
  and fully vetted information to all end-users in support of
  Marine Corps programs and budgets.

Structure


Branch Head (GS-15)
Katy Hagan
Deputy (GS-14)
Love Rutledge
Congressional
Capt J.L. Reppert
Budget
Maj Bill Donnelly
Investments & Manpower
Lisa Smith
Operations
Sandra Haasl

Congressional Duties

- All materials relating to Appropriation Committee congressional hearings
- Congressional prep materials (Congressional Testimony Site)
- Congressional hearing written statements & transcripts
- Questions for the Record and Inserts for the Record (IRS management)
- Analysis of defense authorization and appropriation committee actions (Side by Side)
- Budget appeals to congressional action
- Congressional budget news (Daily Email)
- Congressional action summaries with OLA

Budget Duties

- Navy Comptroller marks, OSD Program Budget Decisions (PBD), and reclamas
- Program Change Proposals (PCP) and Budget Change Proposals (BCP)
- Appropriation tracks
- Controls for Marine Corps (Green dollars) and Navy (Blue dollars) in support of Marine Corps appropriations
- Budget information products and services – “Brain Books”, Reference Cards, media questions
- Blue Highlight book, Concepts and Programs, and miscellaneous budget briefings
- Unfunded Programs List
- Budget specific briefs for the Fiscal Director, Deputy, and DC, P&R

RFC's Year at a Glance

- Fall
  - Budget Tracking
  - OSD budget submission and PBDs (Brainbook)
  - Appropriation Bill
- Winter
  - President's budget submission (Brainbook)
  - Unfunded Programs List (UPL)
  - CMC Posture Statement
  - CMC Testimony Preparation Materials
  - Navy's Blue Book and USMC Concepts and Programs
- Spring
  - Congressional hearing written statements and transcripts
  - Congressional hearing witness preparation (Including DC, P&R)
  - Questions for the Record (QFRs) & Inserts for the Record (IFRs)
- Summer
  - Side by Side and Appeals
  - FMB budget submission & marks (Brainbook)
- Ongoing
  - Miscellaneous briefs for CMC, ACMC, DC P&R, Fiscal Director, etc.
  - Miscellaneous data requests (Congress, OSD, Navy, media)
  - Budget News Email (produced daily)

RFM

Military Personnel Branch (RFM)

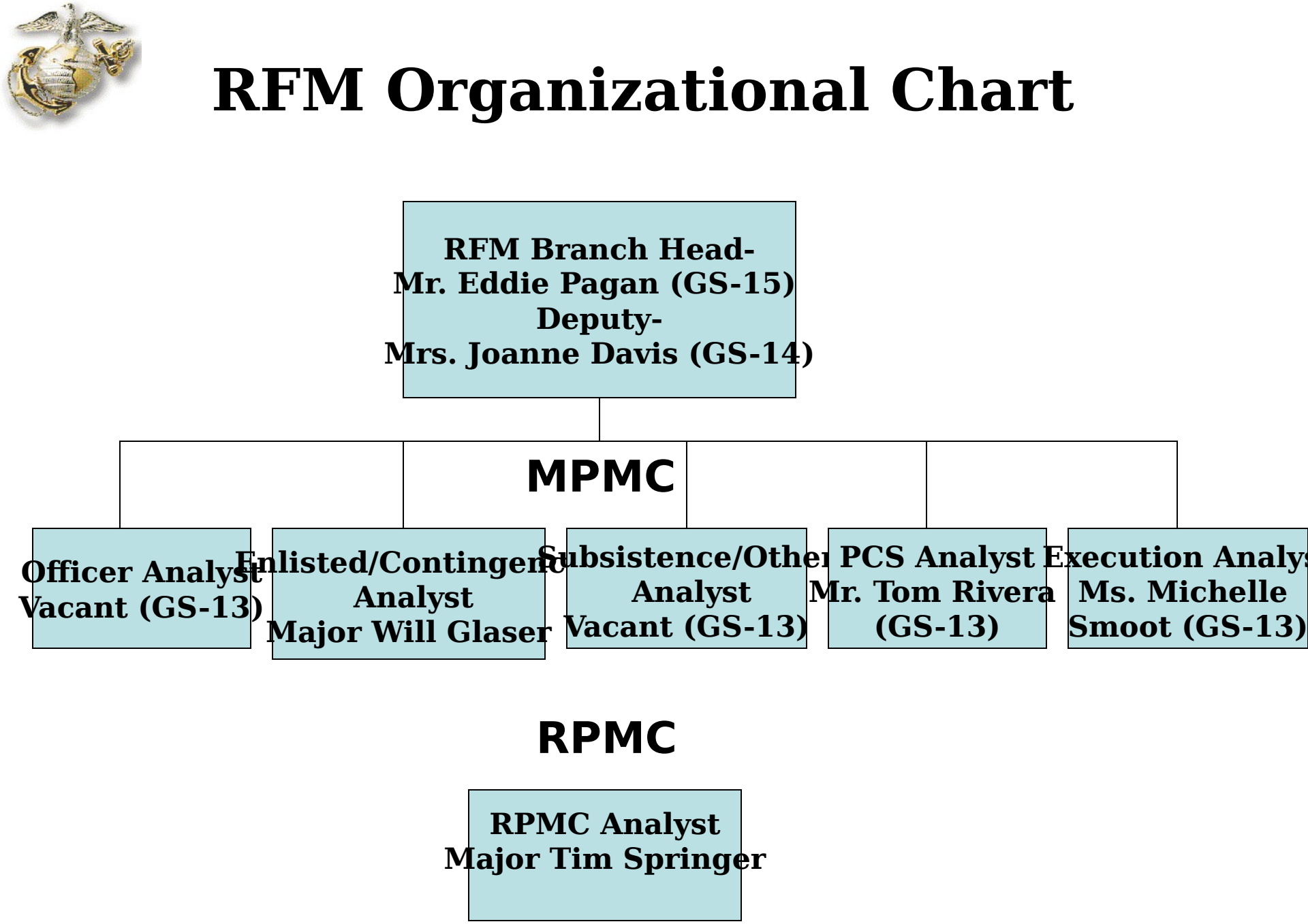
2006

Military Personnel Branch (RFM)

MISSION

The Military Personnel Branch is responsible for analysis, formulation, justification, presentation, and execution of the Military Personnel, Marine Corps (MPMC), Reserve Personnel, Marine Corps (RPMC), and the Marine Corps' portion of Claims under the Operation and Maintenance, Navy appropriations.

RFM Organizational Chart



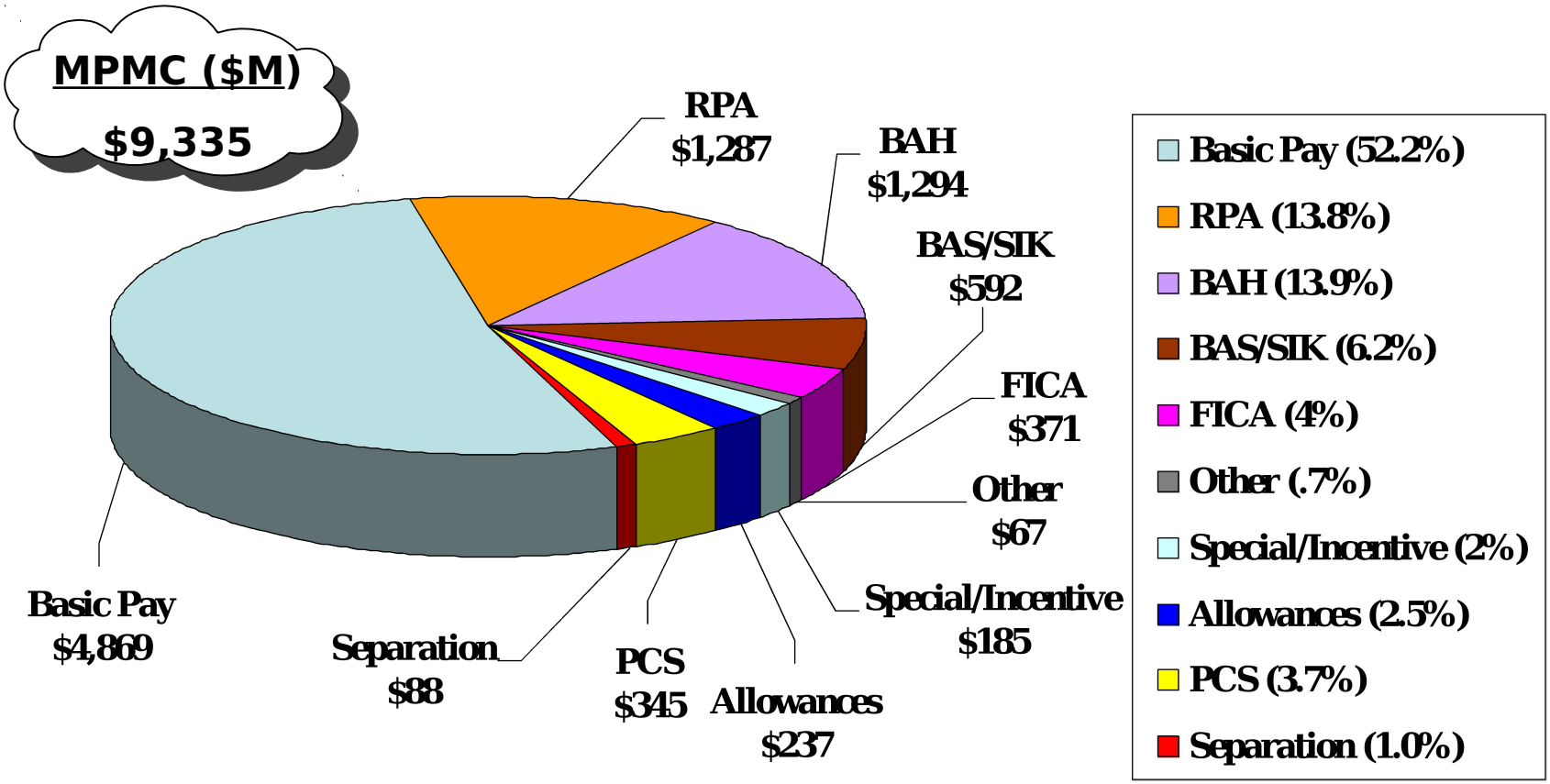
Budget Analysts

- **Includes all budget activities**
  - Pay & Allowances for Officers - MPMC
  - Pay & Allowances for Enlisted – MPMC
  - Subsistence of Enlisted Personnnel - MPMC
  - Permanent Change of Station - MPMC
  - Other Military Personnel costs – MPMC
  - Unit & Individual Training – RPMC
  - Other Training & Support - RPMC
- **Formulate, coordinate, consolidate, submit, and defend assigned budget estimates based on OMB/OSD/DON guidance, manpower plans, authorized entitlements, and historical execution data.**
- **Monitor the execution of assigned budget activities**
  - Identify and explain all variances
- **Monitor and track Congressional actions affecting formulation and execution of assigned budget activities.**

Execution Analyst

- **Process the receipt and postings of all funds authorizations for MPMC & RPMC**
- **Assist all MPMC & RPMC budget analysts in budget execution monitoring and tracking**
  - Analyze monthly execution reports and advise analysts of areas of concern that may require financial plan adjustments
- **Identify areas where change is needed to improve budget execution for MPMC and RPMC**
  - Identify execution processes, practices and procedures that should be changed to improve operations

FY07 Active Military Personnel - MPMC



Note: Numbers may not add due to rounding.
MPMC does not include DHP BAH costs of $1,051 in FY07

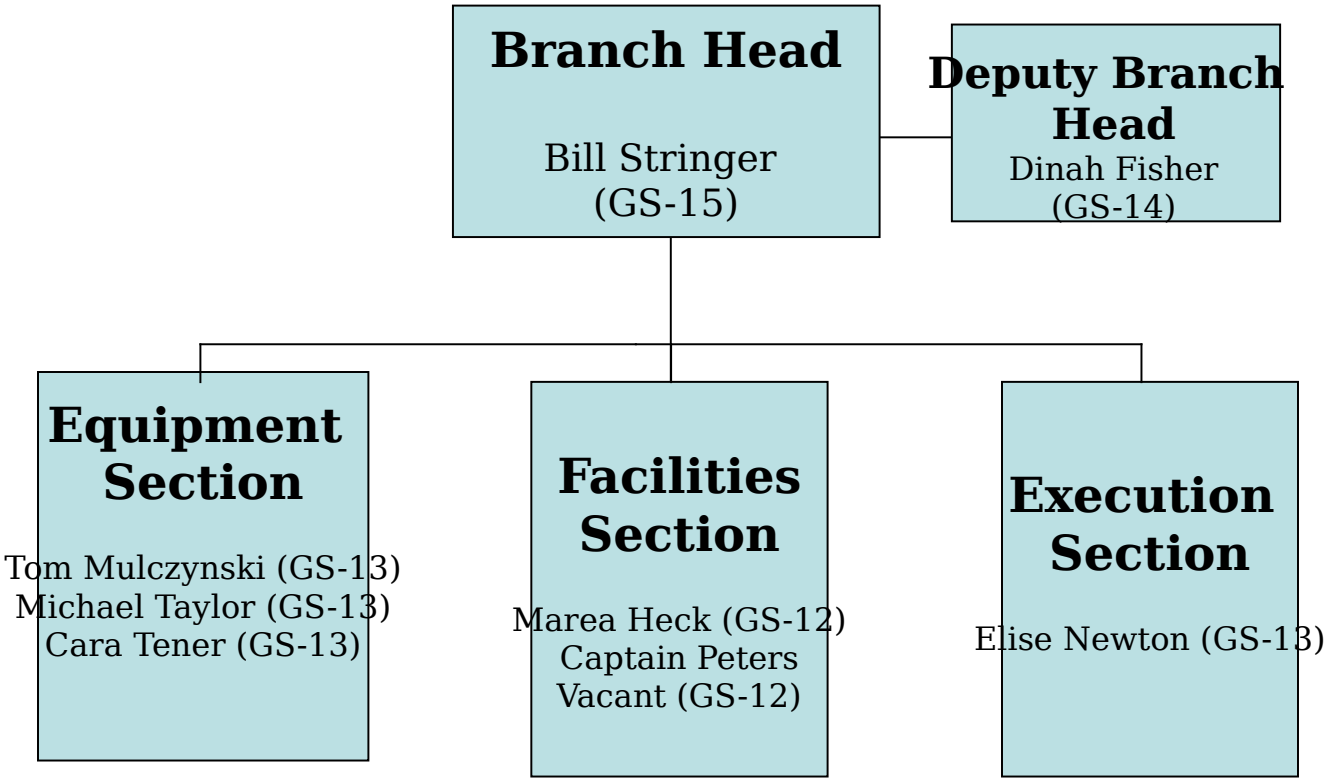
RFI

Budget Investment Branch (RFI)

2006

RFI Organizational Chart

8 civilian personnel
1 military personnel



Appropriations Managed

- **Procurement Marine Corps (PMC) - 3 year life**
- **Procurement of Ammunition, Navy and Marine Corps (PANMC) - 3 year life**
- **Research, Development, Test & Evaluation Navy (RDTEN) - 2 year life**
- **Military Construction (MCON/MCNR) (Active & Reserve) - 5 year life**
- **Family Housing Construction (FHCon) - 5 year life**
- **Family Housing Operations (FHOPS) – 1 year life**
- **Base Realignment and Closure (BRAC) – non-expiring**

Cradle to Grave Process: Programming and Budgeting

- **Liaison with Programming Branch as they plan and program for the future via the Program Objectives Memorandum (POM) process**
- **Manage and analyze transition of outyear program planning into budgeting phase**
- **Liaison with Systems Command to ensure accurate identification of requirements and submission of budget exhibits**
- **Liaison with Navy (FMB), OSD, and Congressional Committees to provide information/answer questions to support and defend budget submissions**

Cradle to Grave Process: Budget Execution

- Maintain execution oversight of all appropriations through life of appropriation
- Monitor reprogramming actions and submit for external approval as necessary
- Maintain managerial accounting support until appropriation lapses

RFO

Operations and Maintenance Branch (RFO)

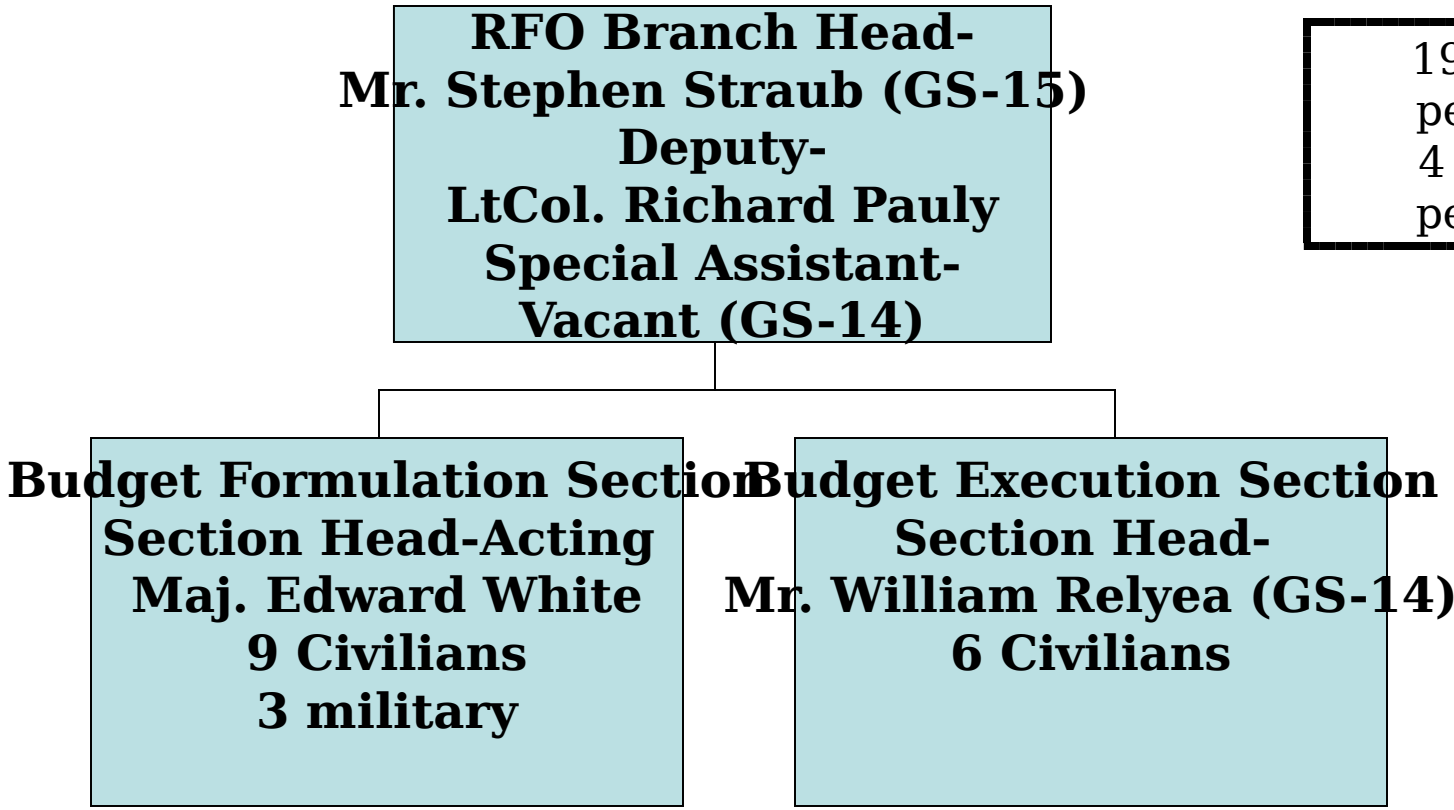
2006

Operations and Maintenance Branch (RFO)

MISSION

To formulate and defend budgets for the Marine Corps operations and maintenance (O&M) appropriations. To allocate O&M to all Marine Corps commands. To track execution for all O&M appropriations and advise leadership on adjustments to funding allocations for commands. Comptroller for Programs and Resources activities.

RFO Organizational Chart



Helena Gilbert (GS-13) Don Black (GS-13) Curtis Bricker (GS-14)

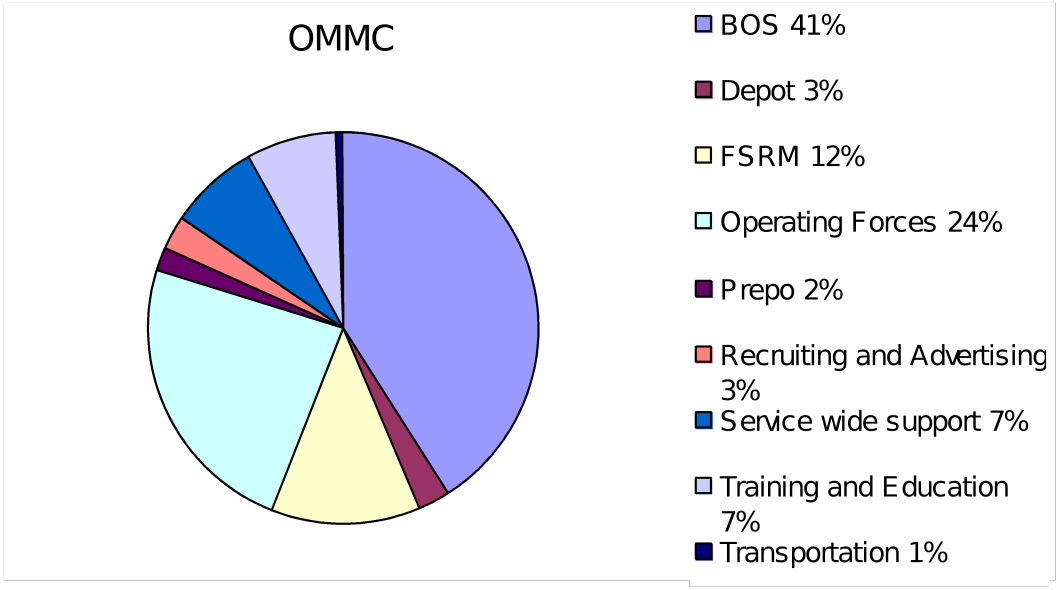
Budget Formulation Section

- Formulate and defend budget justification material for Marine Corps O&M appropriations, civilian personnel program, Marine Corps Working Capital Fund programs
- Maintain and update budget controls database (PBDD)
- Answer and respond to all budget inquiries on Marine Corps budget justification material

Budget Execution Section

- Allocate funding for all Marine Corps commands
- Address execution year issue for Corporation
- Track and monitor current and prior year execution of all Marine Corps O&M appropriations as well as various other appropriations
- Comptroller for Programs and Resources
- Manage allocations and executions for all Centrally Managed Programs (CMPs)

Operations and Maitaineance account make up



Marine Corps Categories ($M)	FY 2007	%
Base Operations and Support	1,581	41%
Depot	111	3%
FSRM	473	12%
Operating Forces	928	24%
Prepositioning	76	2%
Recruiting and Advertising	109	3%
Service wide support	289	7%
Training and Education	287	7%
Transportation	24	1%
Total	3,879	100%

- **Based on President's Budget request for FY 2007**

RFA

ACCOUNTING AND FINANCIAL SYSTEMS BRANCH (RFA)

Marc Brito, Head

For further Information on RFA: http://hqinet001.hqmc.usmc.mil/p&r/fiscal/rfa.htm

Accounting and Financial Systems Branch

VISION STATEMENT

TO BE A CENTER OF FINANCIAL MANAGEMENT EXCELLENCE AND QUALITY IN THE REVIEW, ANALYSIS, AND REPORTING OF FINANCIAL EXECUTION; TO PRODUCE A FINANCIAL POSTURE INFUSED WITH THE PERSONAL AND PROFESSIONAL TRAITS OF THE MARINE CORPS

MISSION STATEMENT

TO PROVIDE ACCURATE, TIMELY, AND RELEVANT FINANCIAL INFORMATION TO SUPPORT WARFIGHTING EXCELLENCE

ORGINIZATIONAL STRUCTURE

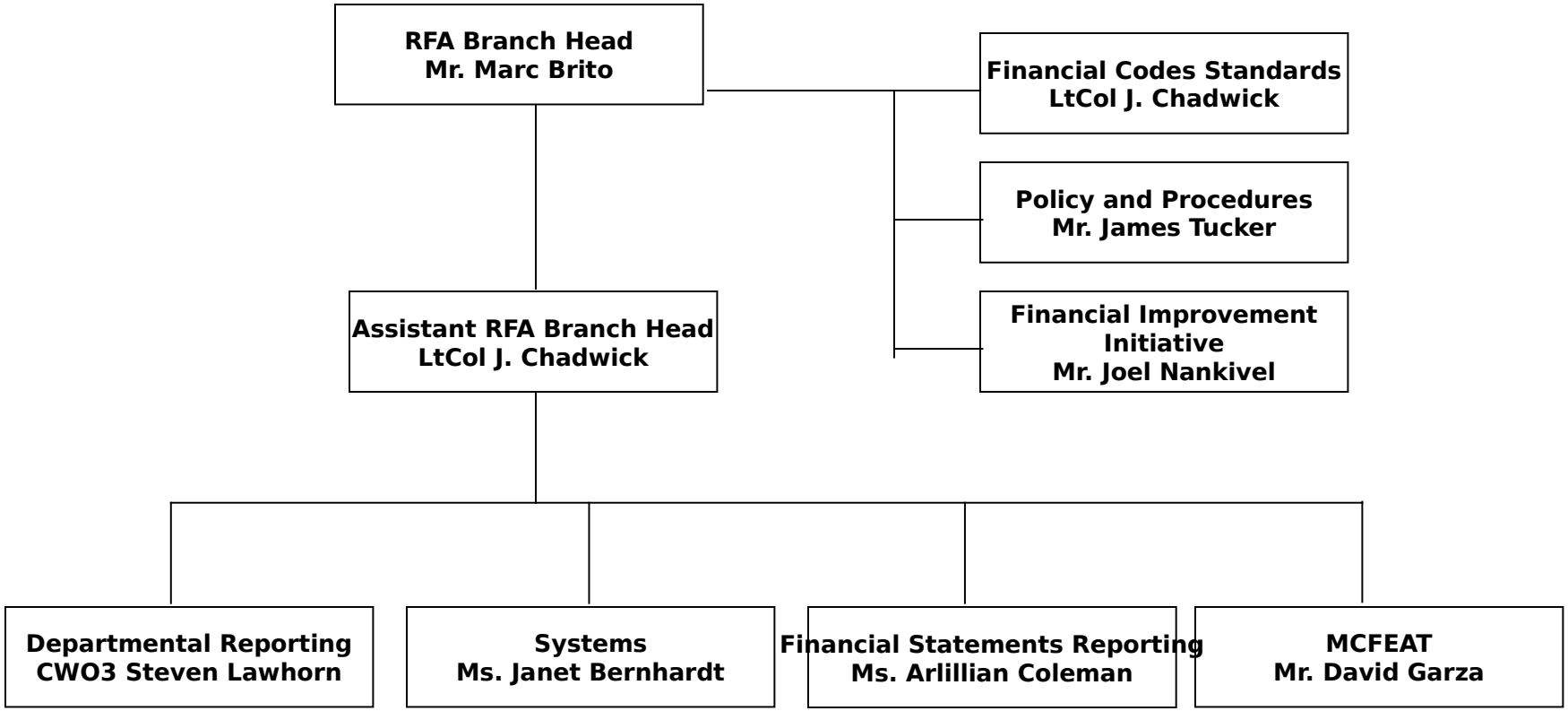
SYSTEMS SECTION

FINANCIAL STATEMENTS REPORTING SECTION

DEPARTMENTAL ACCOUNTING SECTION

MARINE CORPS FINANCIAL EVALUATION ANALYSIS TEAM (MCFEAT)

ACCOUNTING AND FINANCIAL SYSTEMS BRANCH



Accounting and Financial Systems Branch

RFA PERSONNEL T/O - ON BOARD (HQMC)

	T/O	ON-BOARD
CIVILIANS	15	13
MILITARY	7	7
TOTAL	22	20

MARINE CORPS FINANCIAL EVALUATION ANALYSIS TEAM (MCFEAT)

CIVILIANS	5	1
MILITARY	2	1
TOTAL	7	2

ACCOUNTING AND FINANCIAL SYSTEMS BRANCH

OVERVIEW OF RFA FUNCTIONS

CONDUCT LIAISON WITH: ASN (FM&C), OSD(C), DFAS, NAVAUDSVC, MARCORPS FIELD & HQMC, & OTHER DOD / FEDERAL AGENCIES

REVIEW / IMPLEMENT FINANCIAL POLICIES & PROCEDURES; PARTICIPATE IN FINANCIAL MANAGEMENT SYSTEMS PLANNING, DEVELOPMENT & IMPLEMENTATION

MONITOR DFAS ACCOUNTING AND FINANCE OPERATIONS INCLUDING CUSTOMER SERVICE

FOCAL POINT FOR DFAS ACCOUNTING SYSTEM & REPORTING SUPPORT TO RESOURCE MANAGERS

ACCOUNTING AND FINANCIAL SYSTEMS BRANCH

OVERVIEW OF RFA FUNCTIONS(Continued)

- MONITOR EXECUTION REPORTS ON AUTHORIZED FUNDS TO IDENTIFY ABNORMAL CONDITIONS

- PROVIDE MANAGERIAL ACCOUNTING SUPPORT TO HEADQUARTERS, MARINE CORPS FUND ADMINISTRATORS, RESOURCE MANAGERS, AND BUDGET ANALYSTS FOR FINANCIAL RESOURCES UNDER THEIR COGNIZANCE

- INITATE INQUIRIES, DATA CALLS, AND SPECIAL REPORTING TO SATISFY INTERNAL AND EXTERNAL FINANCIAL REQUIREMENTS

ACCOUNTING AND FINANCIAL SYSTEMS BRANCH

OVERVIEW OF RFA FUNCTIONS(Continued)

- COORDINATES QUARTERLY EXECUTION REVIEWS AND YEAR END CERTIFICATION REQUIREMENTS
- COORDINATE CFO ACT FINANCIAL STATEMENT SUBMISSION REQUIREMENTS
- PARTICIPATE IN INTERSERVICE WORKGROUPS AND COMMITTEES
- PROVIDE TECHNICAL ASSISTANCE & TRAINING

ACCOUNTING AND FINANCIAL SYSTEMS BRANCH

MARINE CORPS FINANCIAL EVALUATION ANALYSIS TEAM (MCFEAT)

- SERVES AS A MOBILE ASSISTANCE TEAM OF ACCOUNTING SUBJECT MATTER EXPERTS (SME'S) TO ASSIST IN MARINE CORPS - WIDE QUALITY ASSURANCE AND TRAINING
- SERVES AS AN INTERMEDIARY BETWEEN THE RFA BRANCH AND DFAS-KC ON ALL MATTERS CONCERNING FINANCE, DISBURSING, AND ACCOUNTING SYSTEMS, AS WELL AS PAY, POLICY, AND PROCEDURAL MATTERS

RFF

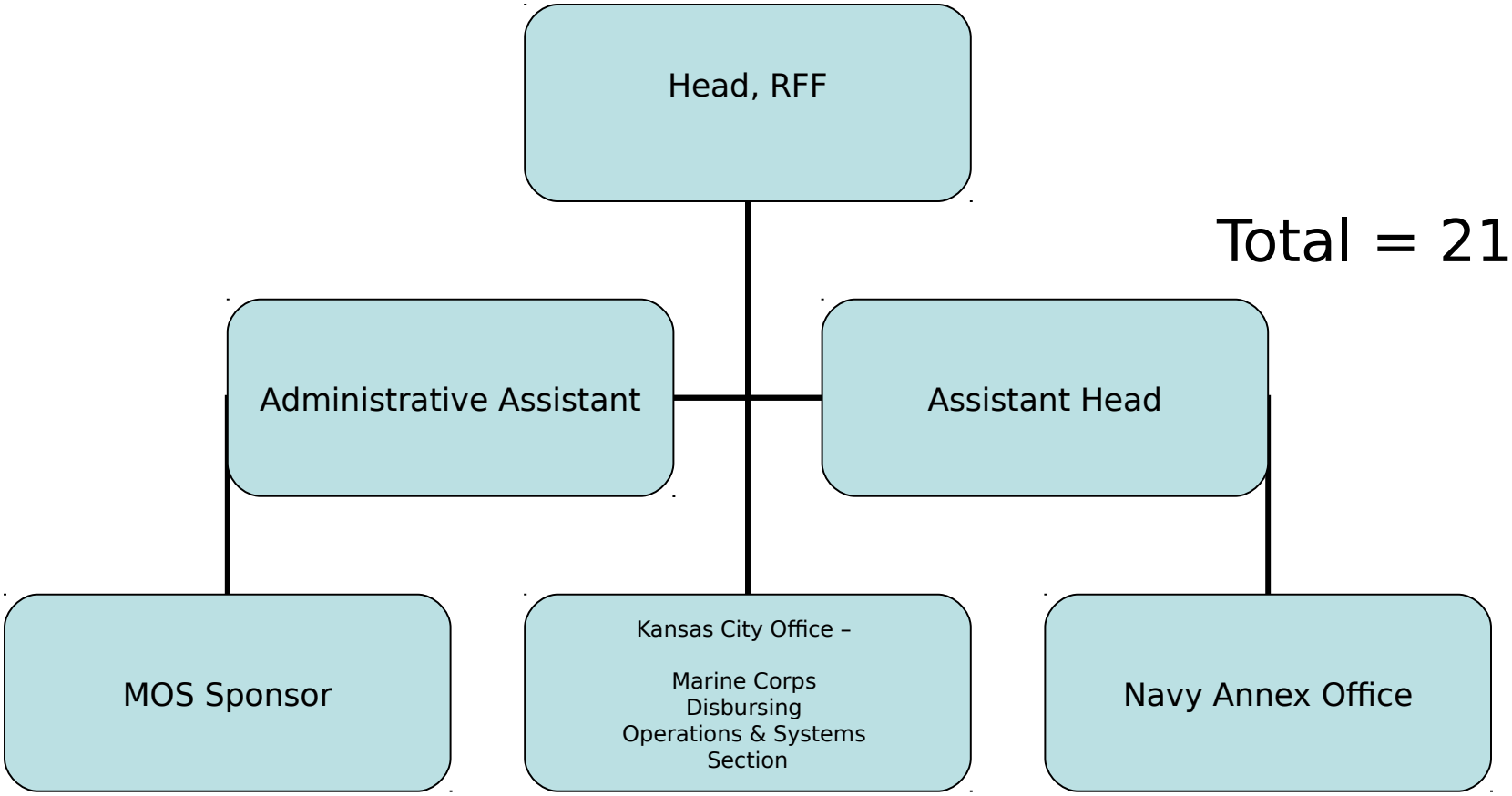
Finance Branch (RFF)

2006

MISSION

To oversee, advise or assist in all matters relating to finance (pay, travel, disbursing), finance related information systems, and the accession, training, promotion and assignment of the 34xx Marines.

ORGANIZATION



FUNCTIONS

- Provide oversight of Marine Corps-wide Finance/Disbursing support (pay, travel, disbursing)

- Serve as Finance liaison to external organizations and agencies (e.g., DFAS, OSD, DoN, other Services)

- Provide functional SMEs to MCTFS/Defense Integrated Manpower Human Resources System
  - Monitor system effectiveness to ensure no degradation from MCTFS capabilities

FUNCTIONS (cont.)

- Develop/review/implement Disbursing/Finance policies & procedures

- Participate in finance systems planning and implementation

- Monitor DFAS finance operations, including customer service

- Manage the Marine Corps Government Travel Charge Card Program (GTCCP)

FUNCTIONS (cont.)

- Manage the Marine Corps Waiver/Remission of Indebtedness Program

- Participate in interservice conferences and committees (e.g., OSD Personnel/Pay Council and WIA working groups)

- Provide oversight, technical assistance and training for the Finance Community, including 3 USMC Disbursing Offices and 16 Finance Offices (consolidating into 5 by FY08)

FUNCTIONS (cont.)

- Serve as Occupational Field Specialist for all 34XX MOS’s (3402, 3404, 3408, 3432, 3451)

- Serve as Civilian Human Resource Liaison for P&R Dept

- Serve as the principal POC between TFSD for financial management force structure requirements, structure changes and operational considerations

- Initiate/review requests to modify/update/create new formal courses of instruction to support the 34xx MOS

FUNCTIONS (cont.)

- Serve as the principal agent responsible for recommending 34xx grade structure modifications during Officer and Enlisted Grade Shaping Reviews

- Review and submit specific non-primary MOS training requirements and training allocations to CG, TECOM

- Support MMOA & MMEA in coordinating 34xx personnel staffing

CURRENT ISSUES

- **Oversee Demobilization efforts**

  – Centralized Reserve processing at MOBCOM
    - Manpower Sponsor (Active, Reserve, Contractor)

- **Systems**

  – Marine Corps Automated Settlement Sheet Process (MCASSP) Update
  – Document Tracking Management System (DTMS)
  – Participate in MCTFS System Change Request prioritization reviews

CURRENT ISSUES (cont.)

- **Consolidation/Regionalization (MROC Decision)**

  - From 19 to 8 offices
  - Saves 36 billets
  - Realigns 214 military & 14 civilian billets
    - Phase 1 (complete) – Albany, Pensacola, Barstow
    - Phase 2 (partially complete) – Norfolk, Beaufort, Cherry Point, Iwakuni/Butler (Autumn ’06)
    - Phase 3 (Spring/Summer ’07) – 29 Palms, Miramar, Yuma
  - Concentrates Marines for deployed support

CURRENT ISSUES (cont.)

- **Defense Travel System (DTS)**

  – Functional liaison to MCSC, DTS-PMO, and DFAS
  – Assist in testing and implementation
  – Process review

- **Process Improvement Efforts**

  – End-to-end process reviews of Travel (DTS) and Separations

CURRENT ISSUES (cont.)

- **34XX Review**

  – "Way Ahead" for 3404
    - Validate/realign supporting establishment billets to operating forces

  – Realign 3402/3432 MOSs and determine structure savings from consolidation and process improvements

- **Management of Marine Corps-wide Government Travel Charge Card Program (GTCCP)**

  – Monitor field commands
  – Provide assistance/arrange training

CURRENT ISSUES (cont.)

- **Deployed Disbursing System**

  – Assist DFAS with DDS deployment at each MEF
  – Assist and train MEFs
  – Evaluate Corps-wide use of DDS

- **Deployed Disbursing Support**

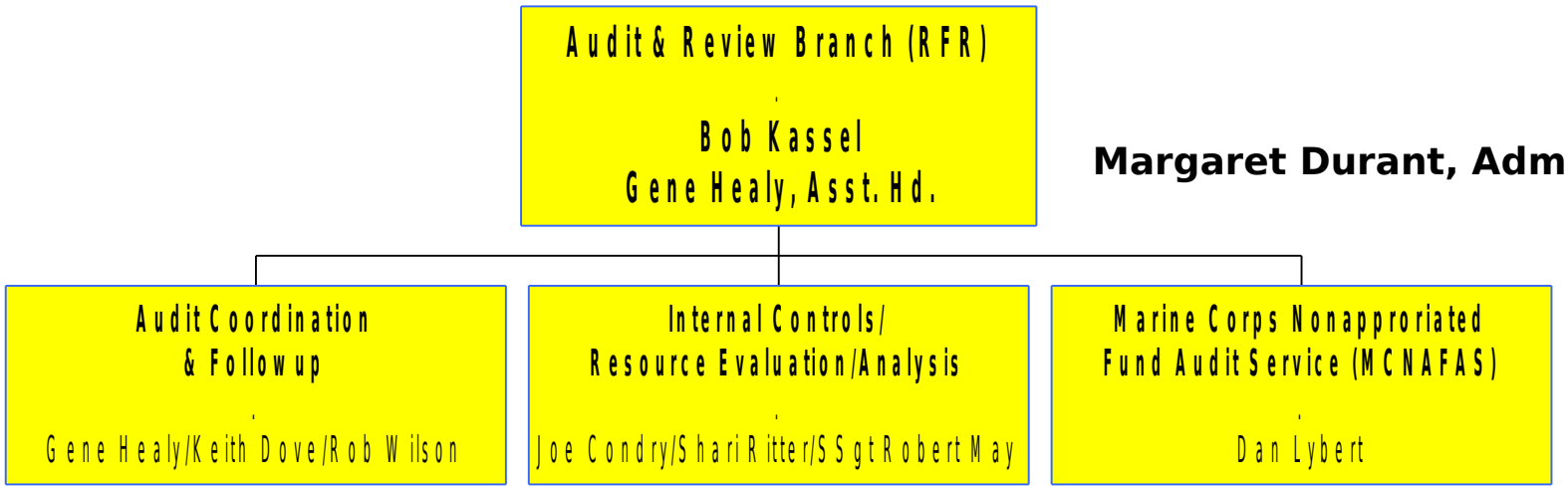
  – Equipment
  – Manning
  – Technical Issues
  – Loss of funds
  – OIF Conference Sponsor

RFR

Audit and Review Branch

Programs and Resources Department
Fiscal Division

Audit & Review Branch (RFR)



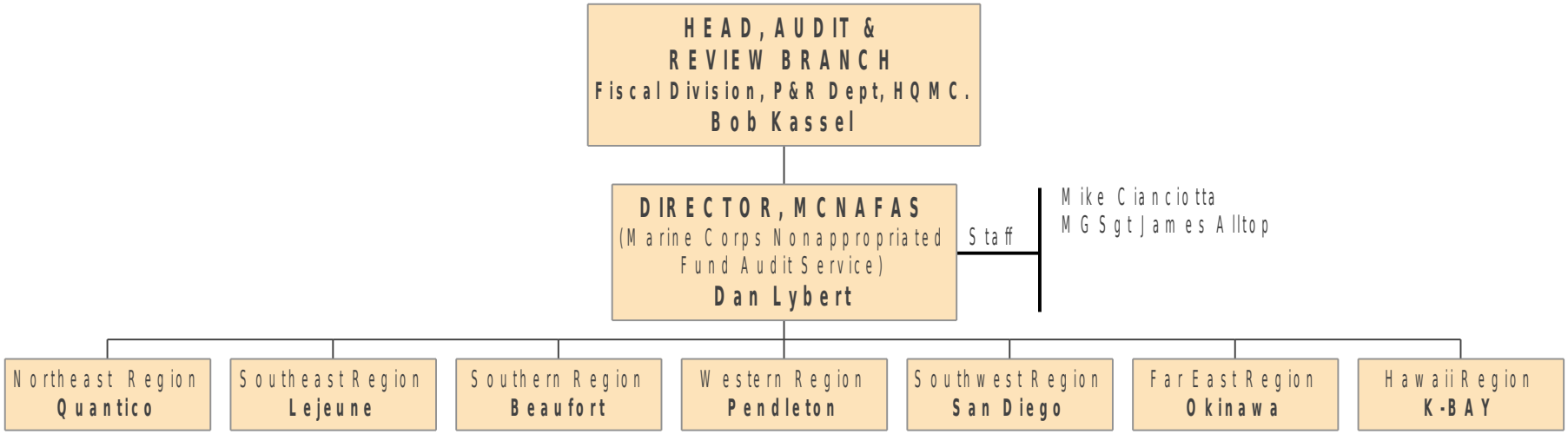
Audit & Review Branch

- Marine Corps-wide External Audit Agency coordination/liaison
- CMC Responses to all Audits
- Marine Corps Audit Followup Program
- Marine Corps Internal Control Program
- Marine Corps Nonappropriated Fund Audit Service (MCNAFAS) Audits
- Budget Policy Research/Decisions
- Resource Evaluation & Analysis

Audit & Review Branch

- Other Functions:
  -- RS 1517 (ADA) Violation Investigations
  -- MWR Policy & NAF Investment Oversight/Review
  -- MWR BOD Support to DC(P&R)
  -- Banking & Credit Union Programs
  -- MCNAFAS MOS Sponsorship
  -- Financial Guidebook for Cmdrs
  -- USMC Fraud Indicators Handbook

MCNAFAS


HEAD, AUDIT & REVIEW BRANCH
Fiscal Division, P&R Dept, HQMC.
Bob Kassel
DIRECTOR, MCNAFAS
(Marine Corps Nonappropriated Fund Audit Service)
Dan Lybert
Staff
Mike Cianciotta
MGSgt James Alltop
Northeast Region
Quantico
Southeast Region
Lejeune
Southern Region
Beaufort
Western Region
Pendleton
Southwest Region
San Diego
Far East Region
Okinawa
Hawaii Region
K-BAY

Mission

The mission of MCNAFAS is to provide the Commandant of the Marine Corps, commanders, and managers with **independent and objective value-adding** audits of Marine Corps Nonappropriated Fund Instrumentalities and other entities, as directed by the Commandant of the Marine Corps.

Audit Customers

- MCCS
- Billeting Funds
- CWRAs
- Aero Club
- Marine Corps Marathon
- Dependent School Cafeterias
- ROFs
- As Requested

Audit & Review Branch (RFR) - SUMMARY

- Small HQ Branch Staff
- Large staff USMC-wide: (including 7 locations w/ 60 NAF auditors)
- Multiple, interrelated statute-based functions
- Internal “Honest Broker”
- USMC audit “defense’ role
- Mediates disputes
- Supports Dir RF in Fiscal oversight role
- Targets both APF & NAF

- POM/Budget Focus: Budget Policy and audit impacts
- Broad Customer focus:
  - CMC Senior Staff
  - USMC Field Cmdrs
  - DoN; OSD Staffs
  - External Auditors
  - NAF Management
- Experienced, dedicated staff
- Financial, Audit, Accounting, Internal Controls expertise
- Cohesive team spirit; synergy

RFS

Special Budgets Branch / Contingency Cell (RFS)

- Collects and reports Cost of War data and contingency operations incremental costs
- Compiles and submits special budget requests (supplemental appropriation for OEF/OIF, disaster, contingency ops, etc.)
- RF rep to USMC Improvised Explosive Device (IED) Working Group, Joint Improvised Explosive Device Defeat Organization (JIEDDO), USMC Strategic Ground Equipment Working Group (SGEWG) and other working groups

Questions?